

FOLEY & LARDNER LLP
ONE MARITIME PLAZA, SIXTH FLOOR
SAN FRANCISCO, CA 94111-3409
TELEPHONE: 415.434.4484
FACSIMILE: 415.434.4507

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA**

**STANFORD HOSPITAL & CLINICS and
LUCILE PACKARD CHILDREN'S
HOSPITAL,**

Petitioners,

vs.

SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 715,

Respondent.

Case No: 5:07-CV-05158-JF

DECLARATION OF SCOTT P. INCIARDI
IN SUPPORT OF STANFORD HOSPITAL
AND CLINICS' AND LUCILE PACKARD
CHILDREN'S HOSPITALS' MOTIONS
FOR SUMMARY JUDGMENT OF, IN
THE ALTERNATIVE, SUMMARY
ADJUDICATION OF CLAIMS OR
DEFENSES

Date: August 29, 2008
Time: 9:00 A.M.
Dept: Ctrm. 3, 5th Floor

Judge: Hon. Jeremy Fogel

**SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 715**

**Petitioner and Counter-
Respondent,**

VS.

**STANFORD HOSPITAL & CLINICS and
LUCILE PACKARD CHILDREN'S
HOSPITAL**

Respondents and Counter-Petitioners.

Case No: 5:08-CV-00213-JF

Judge: Hon. Jeremy Fogel

1 SERVICE EMPLOYEES
2 INTERNATIONAL UNION, LOCAL 715

3 Petitioner,

4 vs.

5 STANFORD HOSPITAL & CLINICS and
6 LUCILE PACKARD CHILDREN'S
7 HOSPITAL

8 Respondents.

9 SERVICE EMPLOYEES
10 INTERNATIONAL UNION, LOCAL 715

11 Petitioner,

12 vs.

13 STANFORD HOSPITAL & CLINICS and
14 LUCILE PACKARD CHILDREN'S
15 HOSPITAL

16 Respondents.

17 SERVICE EMPLOYEES
18 INTERNATIONAL UNION, LOCAL 715

19 Petitioner,

20 vs.

21 STANFORD HOSPITAL & CLINICS and
22 LUCILE PACKARD CHILDREN'S
23 HOSPITAL

24 Respondents.

25 SERVICE EMPLOYEES
26 INTERNATIONAL UNION, LOCAL 715

27 Petitioner,

28 vs.

29 STANFORD HOSPITAL & CLINICS and
30 LUCILE PACKARD CHILDREN'S
31 HOSPITAL

32 Respondents.

Case No: 5:08-CV-00215-JF

Judge: Hon. Jeremy Fogel

Case No: 5:08-CV-00216-JF

Judge: Hon. Jeremy Fogel

Case No: 5:08-CV-01726-JF

Judge: Hon. Jeremy Fogel

Case No: 5:08-CV-01727-JF

Judge: Hon. Jeremy Fogel

1 I, Scott P. Inciardi, declare as follows:

2 1. I am an attorney admitted to practice in the State of California and before this
3 Court, and am an associate with the law firm of Foley & Lardner LLP, attorneys of record for
4 Stanford Hospital And Clinics And Lucile Packard Children's Hospital (the "Hospitals") in these
5 matters. I make this declaration based on my personal knowledge. If called as a witness, I could
6 and would testify competently under oath to the following facts.

7 **Local 715 Website**

8 2. On March 28, 2008, I used an internet browser to access the web site
9 <http://www.seiu715.org/>.

10 3. Once I accessed the web page at the foregoing address (the "homepage"), I
11 pressed "Prt Scr" on my computer keyboard to record a "screen-shot" of the image that was on
12 my computer screen at that time. I then accessed a Microsoft Word document designated
13 document number SFCA_1330962.1 (the "Word Document"). I activated the "paste" function in
14 the Word Document to insert the screenshot into the Word Document. (Hereinafter, the
15 previously-described process of recording a screen-shot image and reproducing it in the Word
16 Document will be referred to as "taking a screen-shot.") A true and correct copy of the screen-
17 shot is attached hereto as Exhibit A, page 1 (Exhibit "A-1").

18 4. I next used the above-described screen-shot procedure to record an image of the
19 bottom portion of the homepage, a true and correct copy of which is attached hereto as Exhibit
20 A-2.

21 5. Next, I moved my cursor to the menu-bar on the left side of the homepage and
22 clicked the button marked "On The Job." I took screen shots of the web page that appeared, true
23 and correct copies of which are attached as Exhibit A-3-4.

24 6. Next, I moved my cursor to the menu-bar on the left side of the homepage and
25 clicked the button marked "benefits." I took screen shots of the web page that appeared, true
26 and correct copies of which are attached as Exhibit A-5-7.

27 7. Next, I moved my cursor to the menu-bar on the left side of the homepage and
28 clicked the button marked "our local." I took screen shots of the web page that appeared, true

1 and correct copies of which are attached as Exhibit A-8-9.

2 8. Next, I moved my cursor to the menu-bar on the left side of the homepage and
3 clicked the button marked "Action Center." I took screen shots of the web page that appeared,
4 true and correct copies of which are attached as Exhibit A-10-11.

5 9. Next, I moved my cursor to the menu-bar on the left side of the homepage and
6 clicked the button marked "Around SEIU." I took screen shots of the web page that appeared,
7 true and correct copies of which are attached as Exhibit A-12-13.

8 10. Next, I moved my cursor to the menu-bar on the left side of the homepage and
9 clicked the button marked "Jin SEIU." I took screen shots of the web page that appeared, true
10 and correct copies of which are attached as Exhibit A-14-15

11 11. Next, I moved my cursor to the menu-bar on the left side of the homepage and
12 clicked the button marked "Events Calendar." I took screen shots of the web page that appeared,
13 true and correct copies of which are attached as Exhibit A-16-17.

14 12. Next, I moved my cursor to the menu-bar on the left side of the homepage and
15 clicked the button marked "SEIU JOBS." I took screen shots of the web page that appeared,
16 true and correct copies of which are attached as Exhibit A-18-19.

17 13. Next, I moved my cursor to the menu-bar on the left side of the homepage and
18 clicked the button marked "PRESS CENTER." I used the drop-down menu to select "2008." I
19 took a screen-shot of the resulting web page, a true and correct copy of which is attached hereto
20 as Exhibit A-20. I then used the drop-down menu to select "2007." I took a screen-shot of the
21 resulting web page, a true and correct copy of which is attached hereto as Exhibit A-21.

22 14. Next, I moved my cursor to the menu-bar on the left side of the homepage and
23 clicked the button marked "CONTACT US." I took screen shots of the web page that appeared,
24 true and correct copies of which are attached as Exhibit A-22-23.

25 15. On April 9, 2008, I again accessed the web site, <http://www.seiu715.org/>. The
26 appearance of the homepage had changed since the last time I accessed it on March 28, 2008.
27 Using a Microsoft Word document designated SFCA-1367631.1, I took screen shots of the home
28 page, true and correct copies of which are attached as Exhibit B 1-2.

1 16. Next, I moved my cursor to the menu-bar near the top of the homepage and
2 clicked the button marked "On The Job." I took a screen shot of the web page that appeared, a
3 true and correct copy of which is attached as Exhibit B 3.

4 17. Next, I moved my cursor to the menu-bar near the top of the homepage and
5 clicked the link marked "Benefits." I took screen shots of the web page that appeared, true and
6 correct copies of which are attached hereto as Exhibit B 4-6

7 18. Next, I moved my cursor to the menu-bar near the top of the homepage and
8 clicked the link marked "Our Local." I took screen shots of the web page that appeared, true and
9 correct copies of which are attached hereto as Exhibit B 7-8.

10 19. Next, I moved my cursor to the menu-bar near the top of the homepage and
11 clicked the button marked "Action Center." I took a screen shot of the web page that appeared, a
12 true and correct copy of which is attached as Exhibit B 9.

13 20. Next, I moved my cursor to the menu-bar near the top of the homepage and
14 clicked the button marked "Around SEIU." I took a screen shot of the web page that appeared, a
15 true and correct copy of which is attached as Exhibit B 10.

16 21. Next, I moved my cursor near the top of the homepage and clicked on the link
17 marked "Visit our State Council." Clicking this link caused a new web page to open. The
18 address of the new web page was <http://www.seiuca.org>. I took a screen shot of this web page, a
19 true and correct copy of which is attached hereto as Exhibit B 11. Then I closed the new web
20 page.

21 22. Next, I moved my cursor near the top of the homepage and clicked on the link
22 marked "SEIU Store." Clicking this link caused a new web page to open. The address of the
23 new web page was <http://seiu.imagepointe.com>. I took a screen shot of this web page, a true and
24 correct copy of which is attached hereto as Exhibit B 12. Then I closed the new web page.

25 23. Next, I moved my cursor to the menu-bar near the top of the homepage and
26 clicked the link marked "Contact Us." I took a screen shot of the web page that appeared, a true
27 and correct copy of which is attached as Exhibit B 13.

[UHW Website](#)

24. On March 28, 2008, I used an internet browser to access the web site
<http://www.seiu-uhw.org/>.

25. Once I accessed the web page at the foregoing address (the “homepage”), I took a screen-shot and inserted it into a Microsoft Word document designated document number SFCA_1336378.1. A true and correct copy of the screen-shot is attached hereto as Exhibit C, page 1 (Exhibit “C-1”).

26. Next, I moved my cursor to the left-hand side of the homepage and clicked the link marked "hospitals/clinics." I took a screen shot of the web page that appeared, a true and correct copy of which is attached as Exhibit C-2.

27. Next, I moved my cursor to the top portion of the “hospitals/clinics” page and clicked the link marked “List of 2008 Contracts to be Renewed.” This caused a document titled “2008 CONTRACT EXPIRATIONS” to be displayed. I took screen shots of the document, true and correct copies of which are attached as Exhibit C-3-7. I also used the “print” function on my computer to generate a printed version of the document, a true and correct copy of which is attached hereto as Exhibit D.

28. Next, I moved my cursor to the top portion of the “hospitals/clinics” page and clicked the link marked “SEIU Targets 2008 Contracts.” This caused a document containing a news article titled “SEIU Targets 2008 contracts with hospitals, nursing homes” to be displayed. I took a screen shot of the document, a true and correct copy of which is attached as Exhibit C-8. I also used the “print” function on my computer to generate a printed version of the document, a true and correct copy of which is attached hereto as Exhibit E.

29. Next, I returned to the homepage, moved my cursor to the green menu bar near the top of the page, and clicked the link marked "facilities." I took screen shots of the web page that appeared, true and correct copies of which are attached hereto as Exhibit C 9-21.

30. Next, I consulted the list of facilities on the “facilities” page and located link marked “Stanford University Medical Center” (which appears at Exhibit C-20). I clicked on the link and took a screen shot of the web page that appeared, a true and correct copy of which is

1 attached hereto as Exhibit C-22.

2 **Local 521 Website**

3 31. On March 28, 2008, I used an internet browser to access the web site
4 <http://www.seiu521.org/>.

5 32. Once I accessed the web page at the foregoing address (the "homepage"), I took a
6 screen shot of the image that appeared and inserted into a Microsoft Word document designated
7 document number SFCA_1329121.1. A true and correct copy of the screen-shot is attached
8 hereto as Exhibit F, page 1 (Exhibit "F-1").

9 33. Next, I moved my cursor to the right-hand side of the homepage and clicked the
10 link marked "Executive Board Budget & Actions." I took screen shots of the web page that
11 appeared, true and correct copies of which are attached as Exhibit F-2-7.

12 34. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
13 page marked "Income Reports: Bank Balance:" and clicked the link marked "August, 2007."
14 This caused a document titled "SEIU Local 521 Bank Balance on Saving and Investment
15 accounts as of August 31, 2007" to be displayed. I took screen shots of this document, true and
16 correct copies of which are attached as Exhibit F-8-9. I also used the "print" function on my
17 computer to generate a printed version of the document, a true and correct copy of which is
18 attached hereto as Exhibit G.

19 35. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
20 page marked "Income Reports: Bank Balance:" and clicked the link marked "September, 2007."
21 This caused a document titled "SEIU Local 521 Bank Balance on Saving and Investment
22 accounts as of September 30, 2007" to be displayed. I took screen shots of this document, true
23 and correct copies of which are attached as Exhibit F-10-11. I also used the "print" function on
24 my computer to generate a printed version of the document, a true and correct copy of which is
25 attached hereto as Exhibit H.

26 36. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
27 page marked "Income Reports: Bank Balance:" and clicked the link marked "November, 2007."
28 This caused a document titled "SEIU Local 521 Bank Balance on Saving and Investment

1 accounts as of November 30, 2007" to be displayed. I took screen shots of this document, true
2 and correct copies of which are attached as Exhibit F-12-13. I also used the "print" function on
3 my computer to generate a printed version of the document, a true and correct copy of which is
4 attached hereto as Exhibit I.

5 37. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
6 page marked "Income Reports: Bank Balance:" and clicked the link marked "December, 2007."
7 This caused a document titled "SEIU Local 521 Bank Balance on Saving and Investment
8 accounts as of December 31, 2007" to be displayed. I took screen shots of this document, true
9 and correct copies of which are attached as Exhibit F-14-15. I also used the "print" function on
10 my computer to generate a printed version of the document, a true and correct copy of which is
11 attached hereto as Exhibit J.

12 38. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
13 page marked "Income Reports: Bank Balance:" and clicked the link marked "January, 2008."
14 This caused a document titled "SEIU Local 521 Bank Balance on Saving and Investment
15 accounts as of January 31, 2008" to be displayed. I took screen shots of this document, true and
16 correct copies of which are attached as Exhibit F-16-17. I also used the "print" function on my
17 computer to generate a printed version of the document, a true and correct copy of which is
18 attached hereto as Exhibit K.

19 39. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
20 page marked "Income Reports: Dues Receipts:" and clicked the link marked "Year 2007." This
21 caused a document titled "SEIU Local 521 Dues Receipts of the year of 2007" to be displayed. I
22 took screen shots of this document, true and correct copies of which are attached as Exhibit F-
23 18-24. I also used the "print" function on my computer to generate a printed version of the
24 document, a true and correct copy of which is attached hereto as Exhibit L.

25 40. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
26 page marked "Income Reports: General Income:" and clicked the link marked "May 2007." This
27 caused a document titled "SEIU Local 521 Financial Statement For the month of May 2007" to
28 be displayed. I took screen shots of this document, true and correct copies of which are attached

1 as Exhibit F-25-34. I also used the "print" function on my computer to generate a printed
2 version of the document, a true and correct copy of which is attached hereto as Exhibit M.

3 41. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
4 page marked "Income Reports: General Income:" and clicked the link marked "June 2007." This
5 caused a document titled "SEIU Local 521 Financial Statement For the month of June 2007" to
6 be displayed. I took screen shots of this document, true and correct copies of which are attached
7 as Exhibit F-35-44. I also used the "print" function on my computer to generate a printed
8 version of the document, a true and correct copy of which is attached hereto as Exhibit N.

9 42. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
10 page marked "Income Reports: General Income:" and clicked the link marked "August 2007."
11 This caused a document titled "SEIU Local 521 Financial Statement For the month of August
12 2007" to be displayed. I took screen shots of this document, true and correct copies of which are
13 attached as Exhibit F-45-54. I also used the "print" function on my computer to generate a
14 printed version of the document, a true and correct copy of which is attached hereto as Exhibit O.

15 43. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
16 page marked "Income Reports: General Income:" and clicked the link marked "September
17 2007." This caused a document with a partially visible title reading "SEIU Local 521 Financial
18 Statement For the month of September 2007" to be displayed. I took screen shots of this
19 document, true and correct copies of which are attached as Exhibit F-55-67. I also used the
20 "print" function on my computer to generate a printed version of the document, a true and
21 correct copy of which is attached hereto as Exhibit P.

22 44. Next, I moved my cursor to the area of the "Executive Board Budget & Actions"
23 page marked "Income Reports: General Income:" and clicked the link marked "November
24 2007." This caused a document titled "SEIU Local 521 Financial Statement - For the month of
25 November 2007" to be displayed. I took screen shots of this document, true and correct copies
26 of which are attached as Exhibit F-68-72. I also used the "print" function on my computer to
27 generate a printed version of the document, a true and correct copy of which is attached hereto as
28 Exhibit Q.

1 45. Next, I moved my cursor to the area of the “Executive Board Budget & Actions”
2 page marked “Income Reports: General Income:” and clicked the link marked “January 2008.”
3 This caused a document titled “SEIU Local 521 Financial Statement for the year of 2008” to be
4 displayed. I took screen shots of this document, true and correct copies of which are attached as
5 Exhibit F-73-76. I also used the “print” function on my computer to generate a printed version
6 of the document, a true and correct copy of which is attached hereto as Exhibit R.

7 46. Next, I returned to the homepage and clicked on the link on the left hand side of
8 the page marked "About Us/Contact Us." I took screenshots of the web page that appeared, true
9 and correct copies of which are attached hereto as Exhibit F-77-81.

Documents Produced By The SEIU International

11 47. On July 1, 2008, Norman Gleichman, counsel for Service Employees
12 International Union (“SEIU” or the “International”) produced certain documents pursuant to a
13 subpoena served upon SEIU by the Hospitals. A true and correct copy of Mr. Gleichman’s e-
14 mail enclosing the documents is attached hereto as Exhibit S.

15 | 48. The documents produced by SEIU included the following:

16 49. A document titled "Hearing Officers' Joint Report And Recommendations," a
17 true and correct copy of which is attached hereto as Exhibit T;

18 50. An "Order Of Reorganization" Signed by Andrew L. Stern, a true and correct
19 copy of which is attached hereto as Exhibit U;

20 51. A June 8, 2007 letter from Andrew L. Stern to Bruce Smith regarding Mr. Smith's
21 appointment as Trustee of SEIU Local 715, a true and correct copy of which is attached hereto as
22 Exhibit V;

23 52. A document titled "Report And Recommendation To The International Executive
24 Board," a true and correct copy of which is attached hereto as Exhibit W;

53. An August 23, 2007 letter from Anna Burger to Bruce Smith, a true and correct
copy of which is attached hereto as Exhibit X;

27 54. A "Form LM-15 Trusteeship Report" a true and correct copy of which is attached
28 hereto as Exhibit Y.

Documents Produced By Local 715

55. On June 23, 2008, Local 715 produced documents pursuant to discovery requests issued by the Hospitals. Local 715 produced the same set of documents in each of the six (6) above-captioned cases. Among the documents produced by Local 715 were the following:

56. A document titled "Order Of Emergency Trusteeship Appointing A Trustee To Take Charge And Control Of The Affairs Of Service Employees International Union, Local 715" which was labeled SEIU0001-SEIU0002. A true and correct copy of this document is attached hereto as Exhibit Z.

57. A June 14, 2007 fax from Bruce Smith to Laurie Quintel, which was labeled SEIU0003-SEIU0005. A true and correct copy of this document is attached hereto as Exhibit AA.

58. A June 18, 2007 letter from Bruce Smith to Laurie Quintel labeled SEIU0006-SEIU0007. A true and correct copy of this document is attached hereto as Exhibit BB.

59. A set of images from the Local 715 website labeled SEIU0010-SEIU0019. A true and correct copy of these documents is attached hereto as Exhibit CC.

60. An August 15, 2006 fax from "Greg P." to Laurie Quintel enclosing a copy of a "Servicing Agreement," labeled SEIU0020-SEIU0023. A true and correct copy of this document is attached hereto as Exhibit DD.

61. An August 11, 2006 letter from William A. Sokol to Laurence R. Arnold enclosing a copy of a "Servicing Agreement," labeled SEIU0024-SEIU0027. A true and correct copy of this document is attached hereto as Exhibit EE.

62. An August 17, 2006 letter from William A. Sokol to Laurence R. Arnold, labeled SEIU0028. A true and correct copy of this document is attached hereto as Exhibit FF.

63. A document titled "Form LM-15 Trusteeship Report," labeled SEIU0029-SEIU0034. A true and correct copy of this document is attached hereto as Exhibit GG.

64. Attached hereto as Exhibit HH is a printout of the Court's docket in Case Number 5:08-CV00213 JF from July 15, 2008. The docket reflects that Local 715 has not filed an answer to the Hospitals' Counter-Petition To Vacate Arbitration Award, which was filed on March 6,

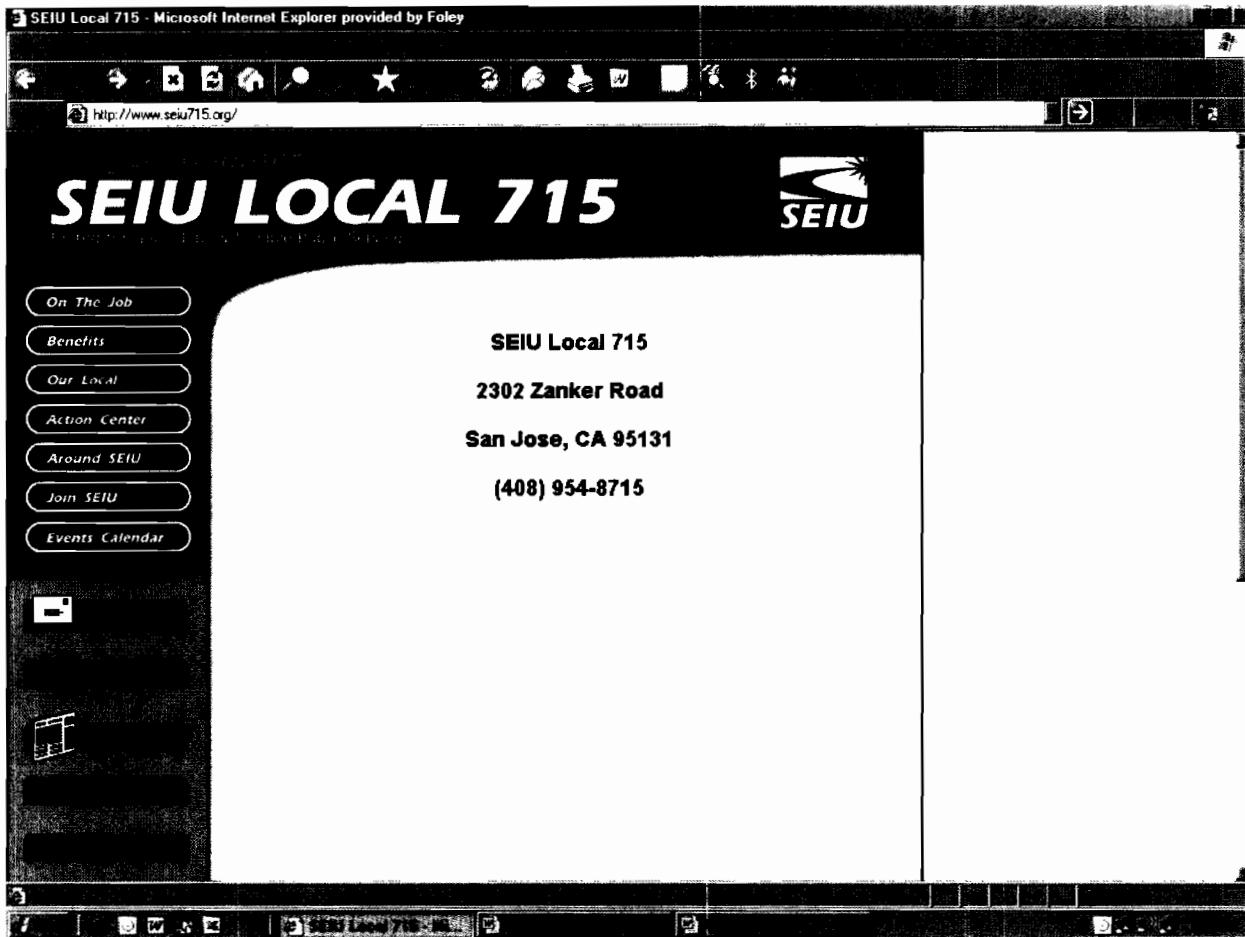
1 2008.

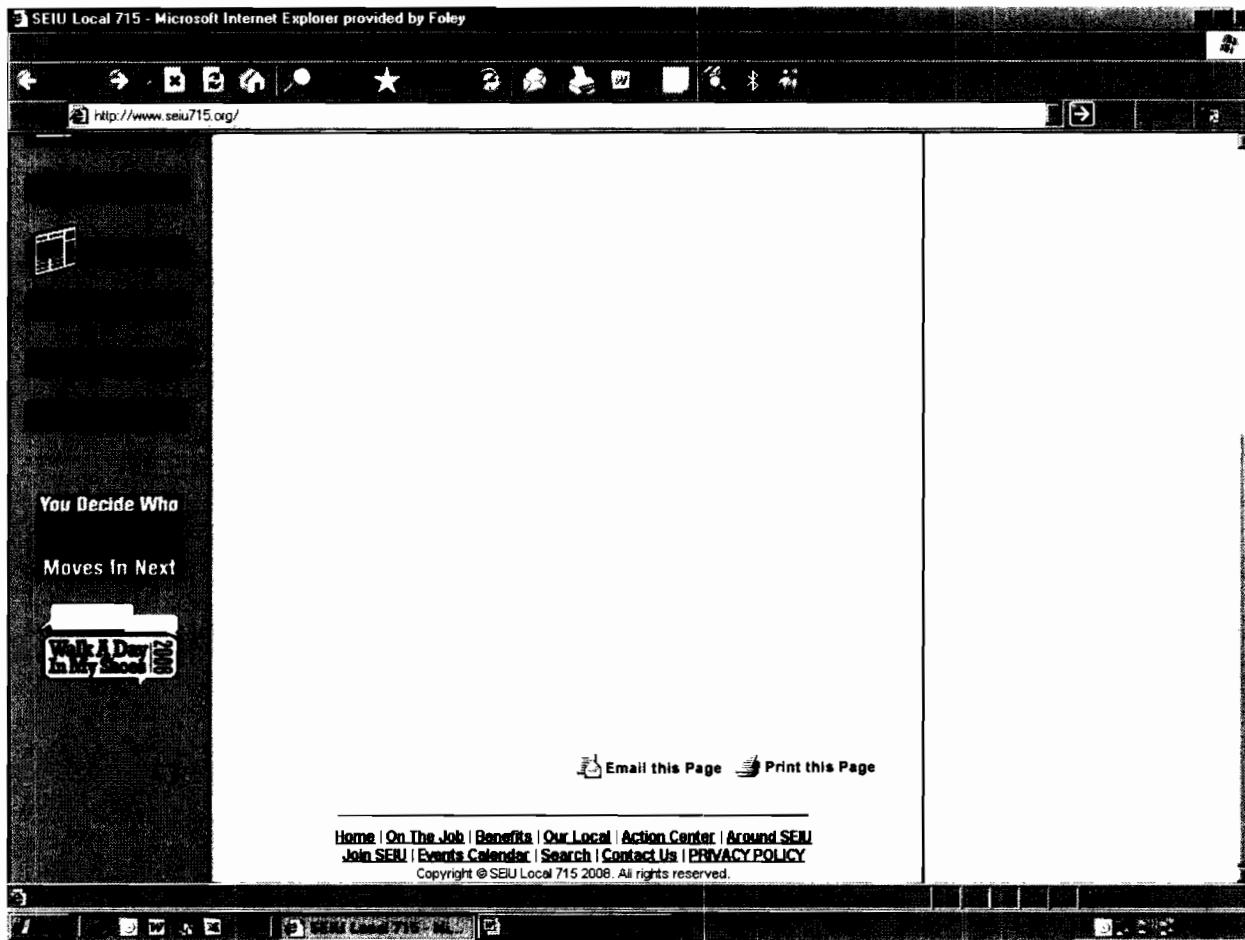
2 I declare under penalty of perjury under the laws of the State of California and the United
3 States of America that the foregoing is true and correct.

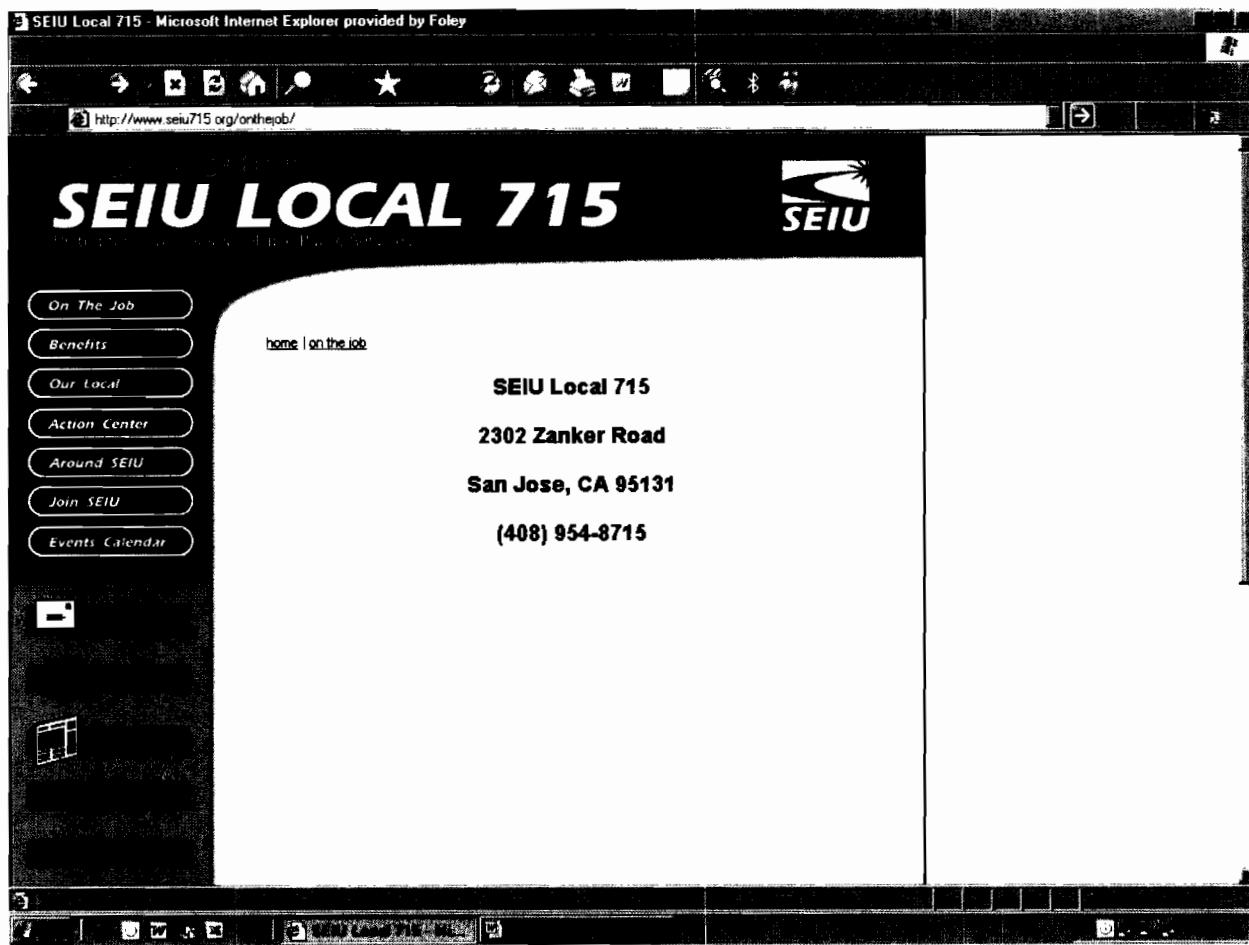
4 Executed on this 17th day of July, 2008 in San Francisco, California.

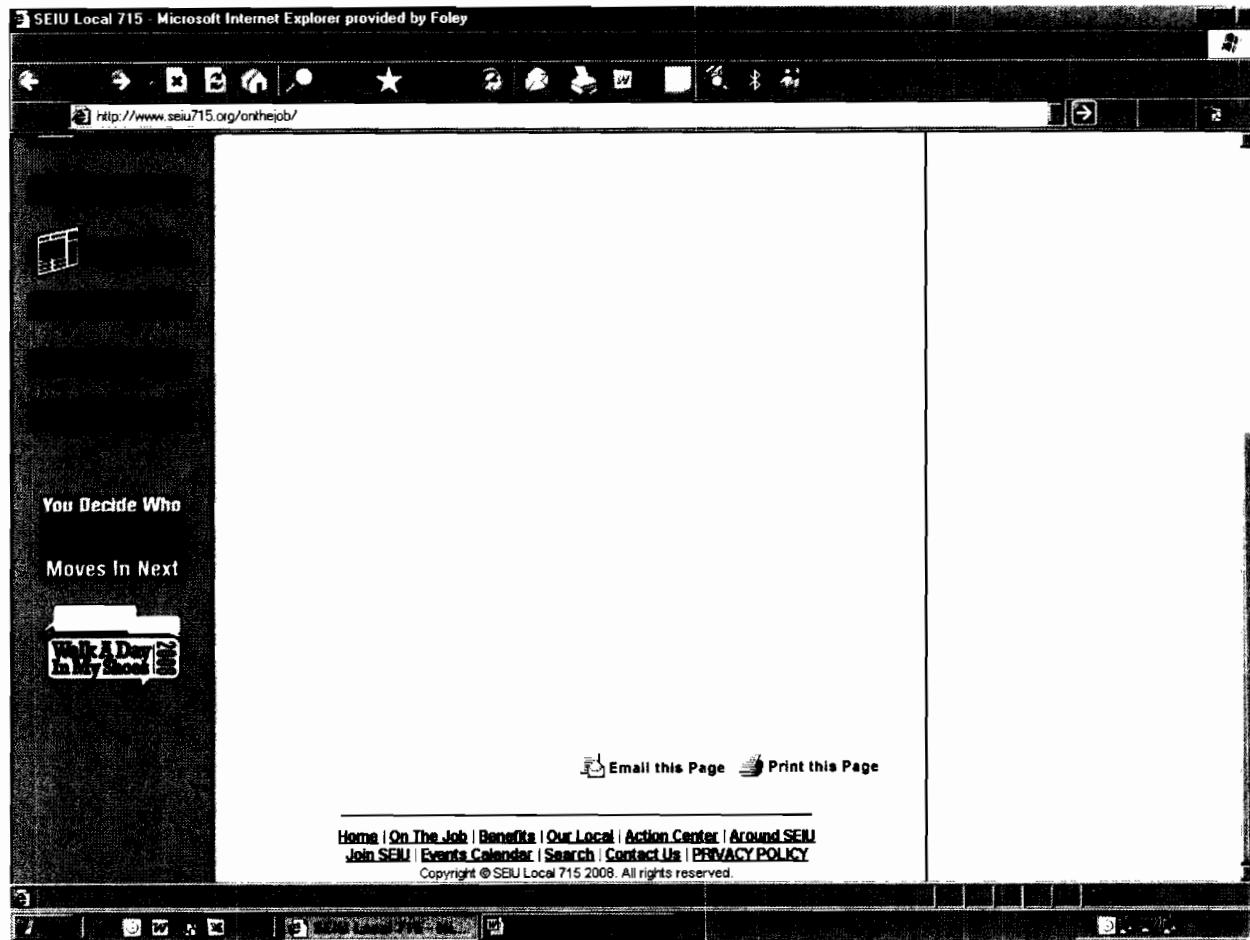
5
6
7
8 
9 SCOTT P. INCIARDI
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

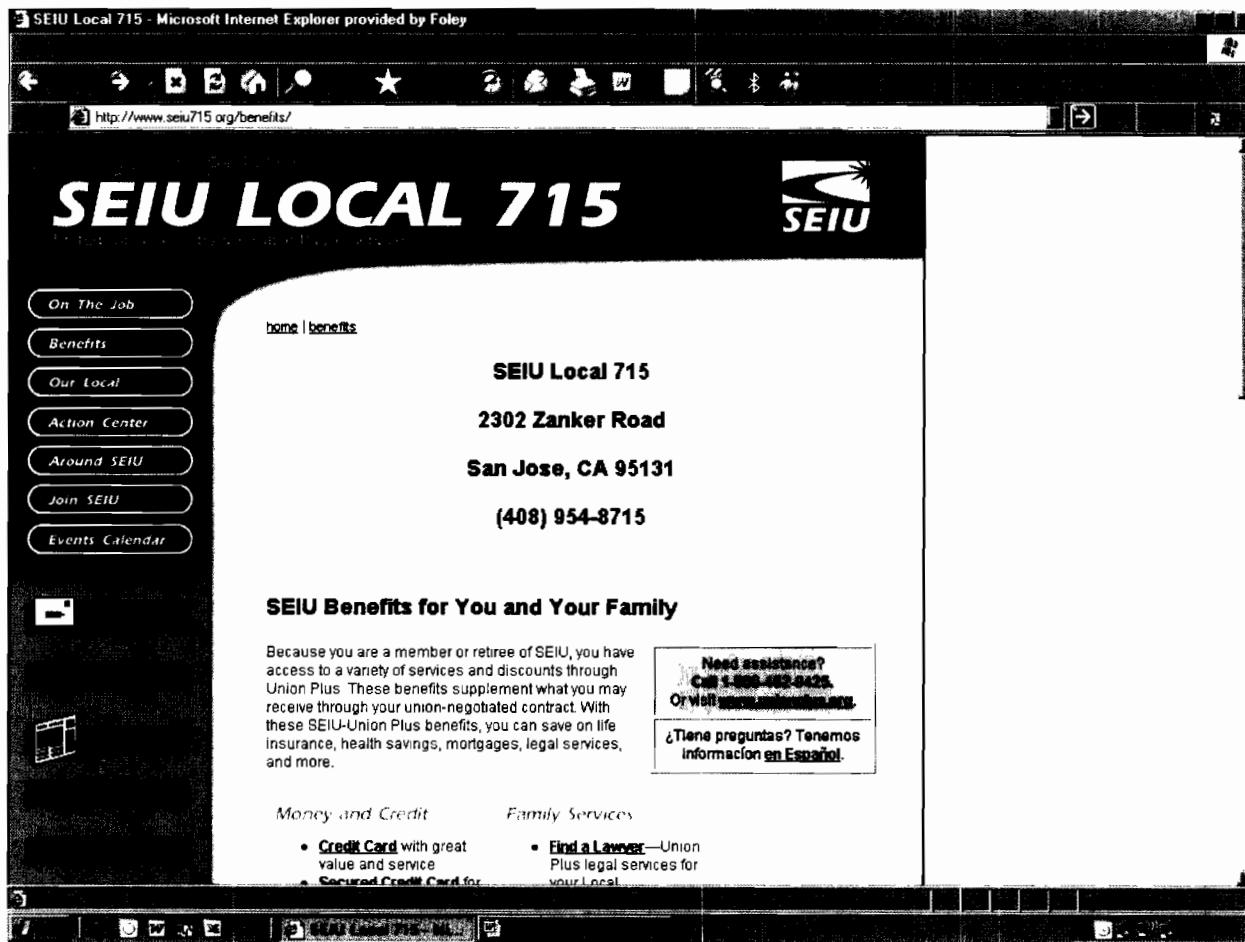
EXHIBIT A











SEIU Local 715 - Microsoft Internet Explorer provided by Foley

http://www.seiu715.org/benefits/

You Decide Who Moves In Next

Walk A Day In My Shoes

House and Home

- **Secured Credit Card** for members who have poor credit or little or no credit history
- **Loans**—personal loans, lines of credit, and home equity loans
- **Credit Counseling** to help eliminate debt
- **Your Credit Score** for a 15% discount

Health and Well-Being

- **Mortgage and Real Estate**—low down payments and reduced closing costs
- **Home Heating Oil Discounts**—save on service contracts and fuel oil purchases
- **Moving Van Discounts**—Save on interstate moves, truck rentals, and storage

Insurance Protection

- **Life Insurance** protection regardless of job or health conditions
- **Accident Insurance** including insurance for accidental death in the workplace

Union Marketplace

- **Cingular Wireless Discounts** on monthly service for union members
- **Auto Buying Service** to help you find the right vehicle for the right price

SEIU Local 715 - Microsoft Internet Explorer provided by Foley

http://www.seiu715.org/benefits/

Including insurance for accidental death in the workplace

- [Auto Insurance](#) with competitive rates, multi-vehicle discounts, and 24-hour service
- [Professional Liability Insurance](#) for medical professionals
- [Pet Insurance](#)—accident and illness insurance for your dog or cat
- [Car Rentals](#) help you find the right vehicle for the right price
- [Goodyear Discounts](#) on tires and service
- [Powell's Bookstore](#)—a union-organized online bookstore
- [Union-Made Clothing](#)—support good jobs at good pay with a discount
- [Union-Made Checks](#) with your union's logo

SEIU Scholarships

- [SEIU Scholarship Program](#)
- [Jesse Jackson Scholarship](#)
- [John Gegan Scholarship](#)
- [Moe Foner Scholarship](#)
- [Nora Plaza Scholarship](#)
- [Union Plus Scholarship Program](#)

Travel and Recreation

- [Vacation Tours](#) with a discount
- [Norwegian Cruise Line](#) discounts
- [Car Rentals](#) for up to 25% off

Computers

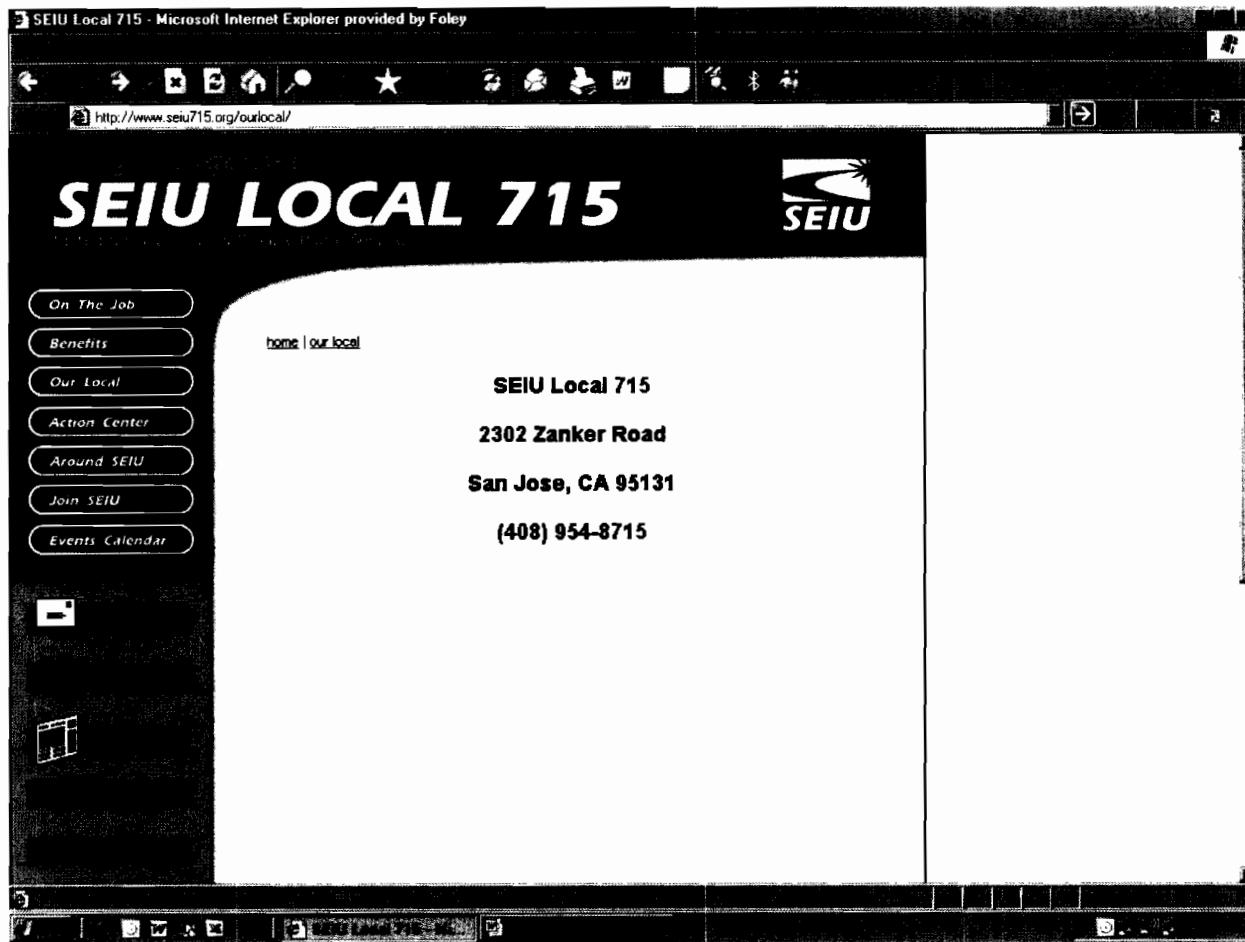
- [Dell Computers](#) for a 5-10% discount

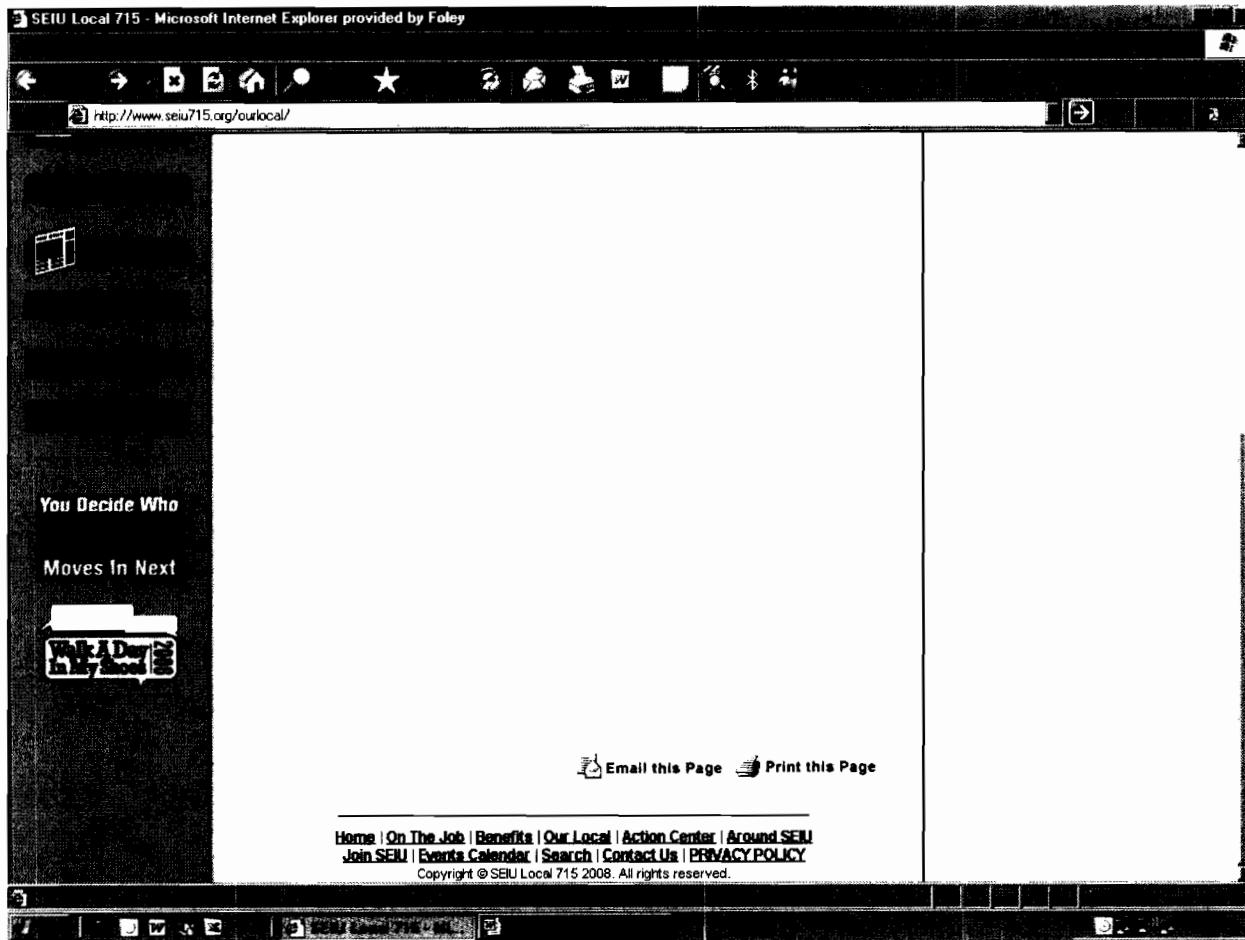
Gift Shop

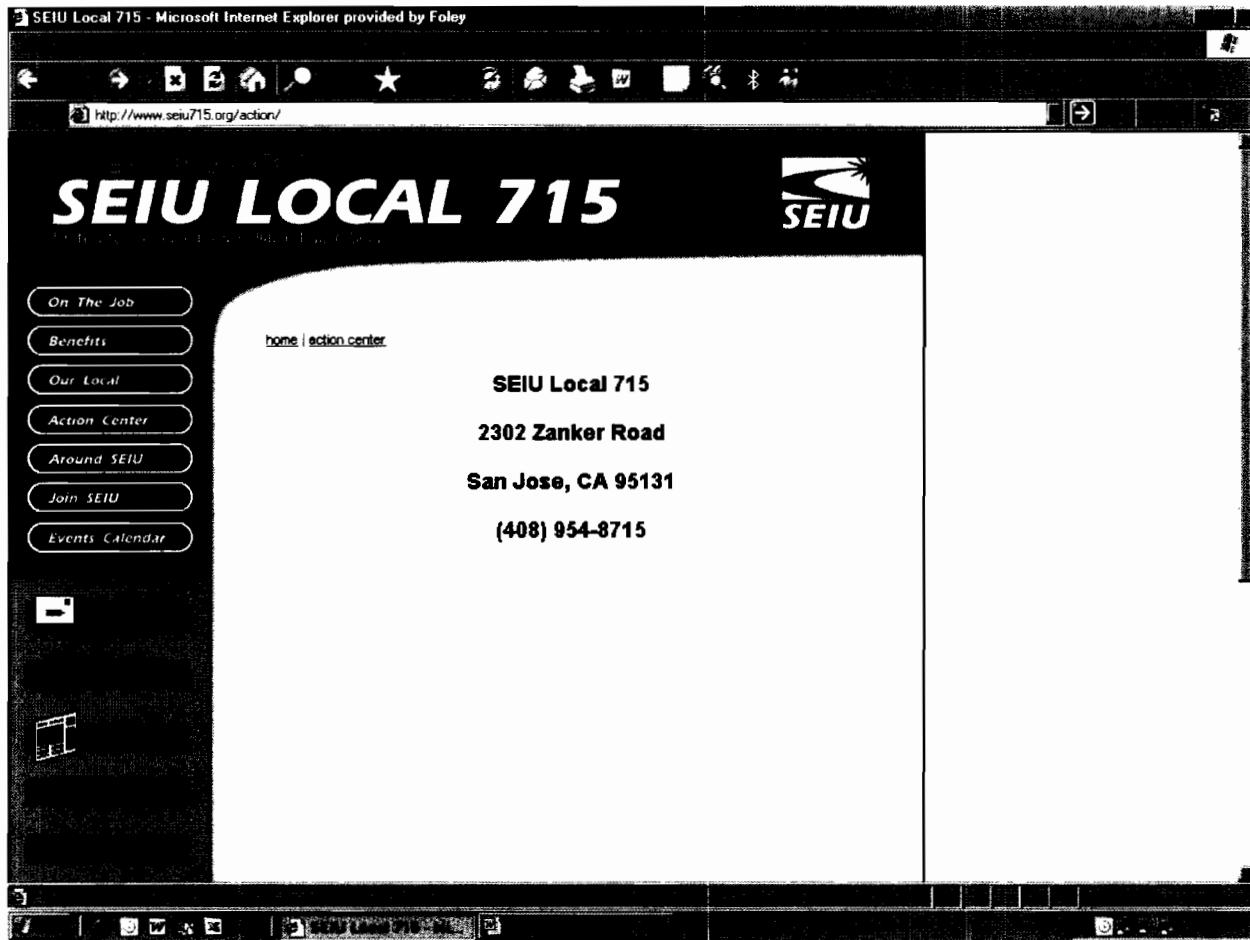
- [Flowers](#)—delivery service with a discount

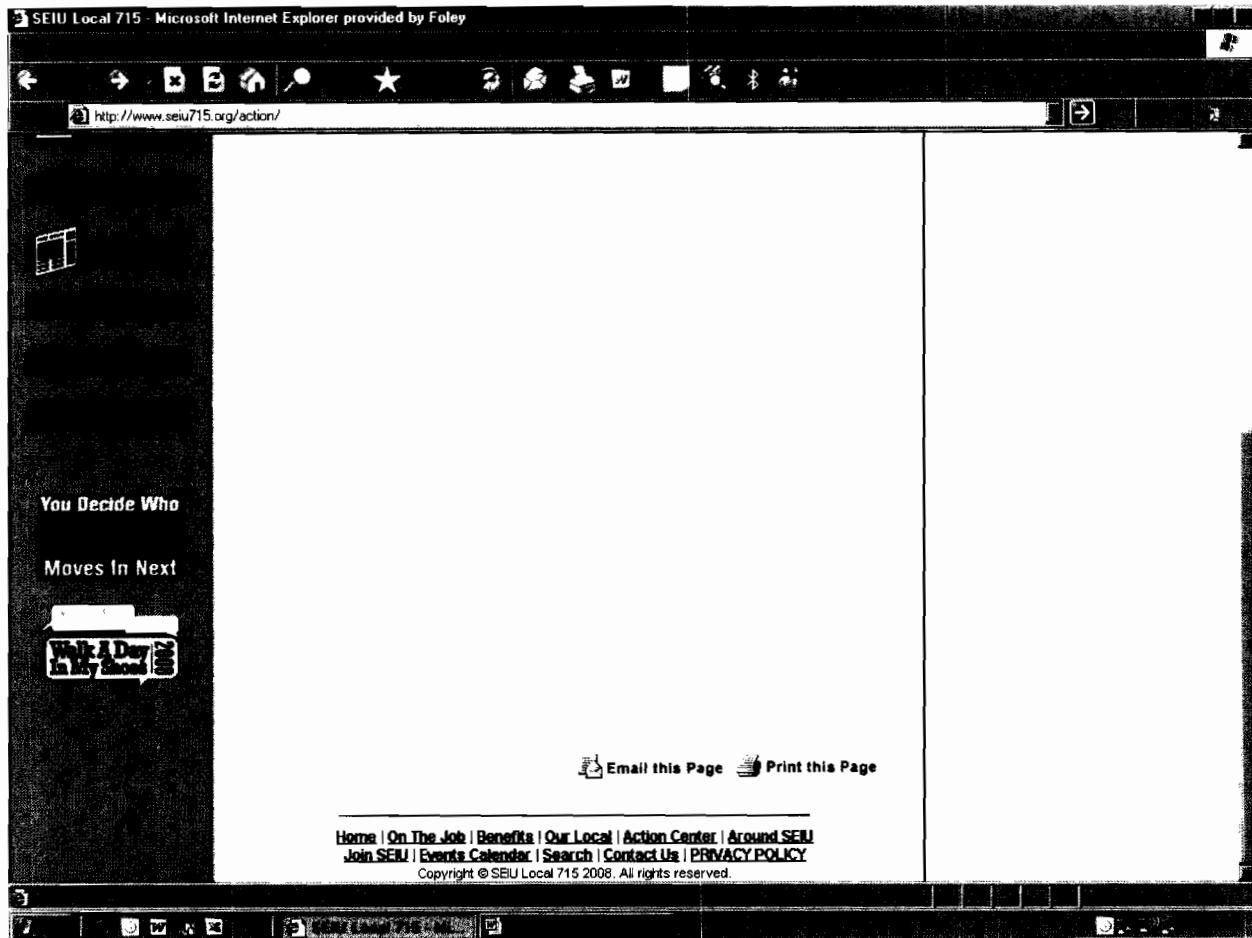
[Email this Page](#) [Print this Page](#)

[Home](#) | [On The Job](#) | [Benefits](#) | [Our Local](#) | [Action Center](#) | [Around SEIU](#)
[Join SEIU](#) | [Events Calendar](#) | [Search](#) | [Contact Us](#) | [PRIVACY POLICY](#)
Copyright © SEIU Local 715 2008. All rights reserved.





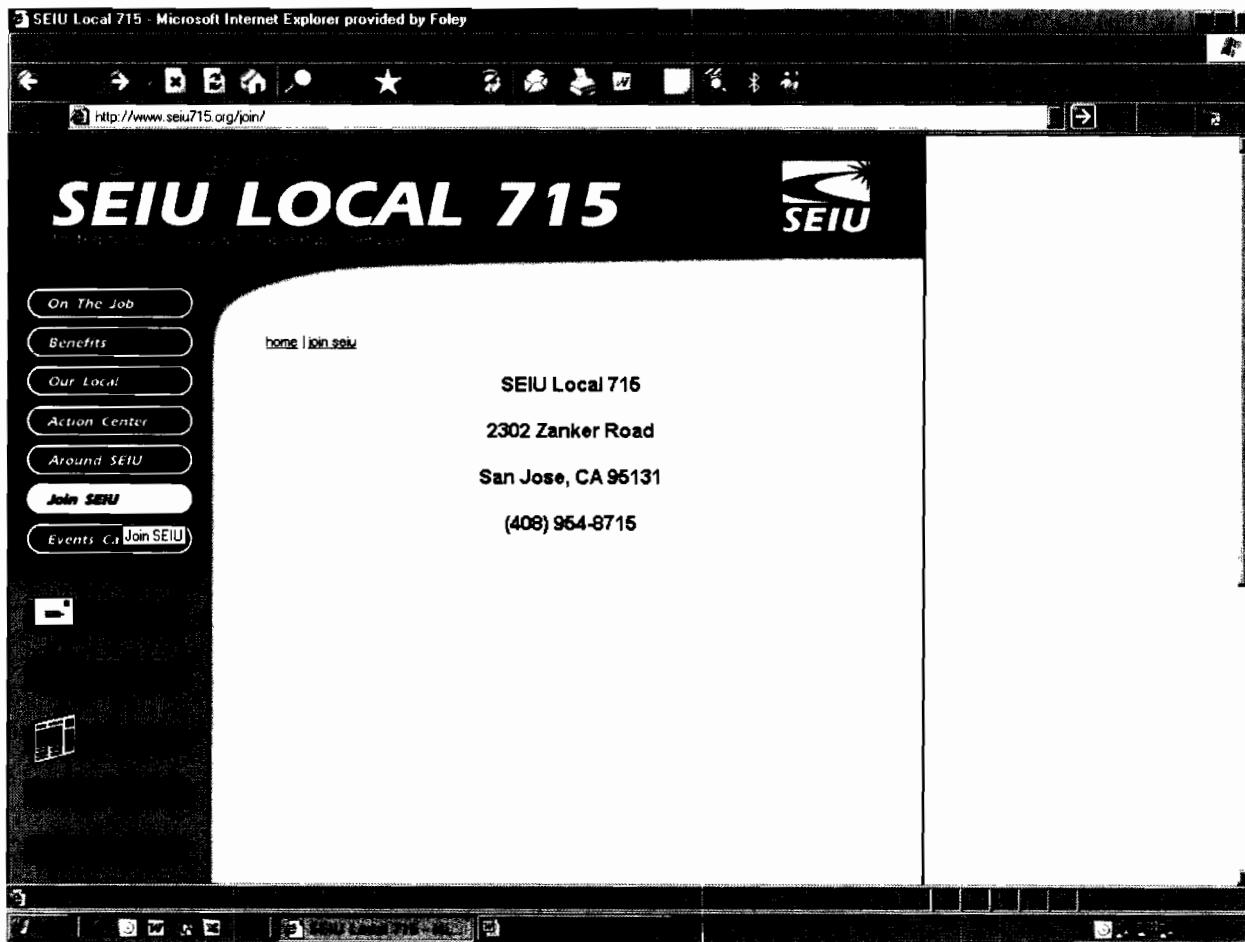


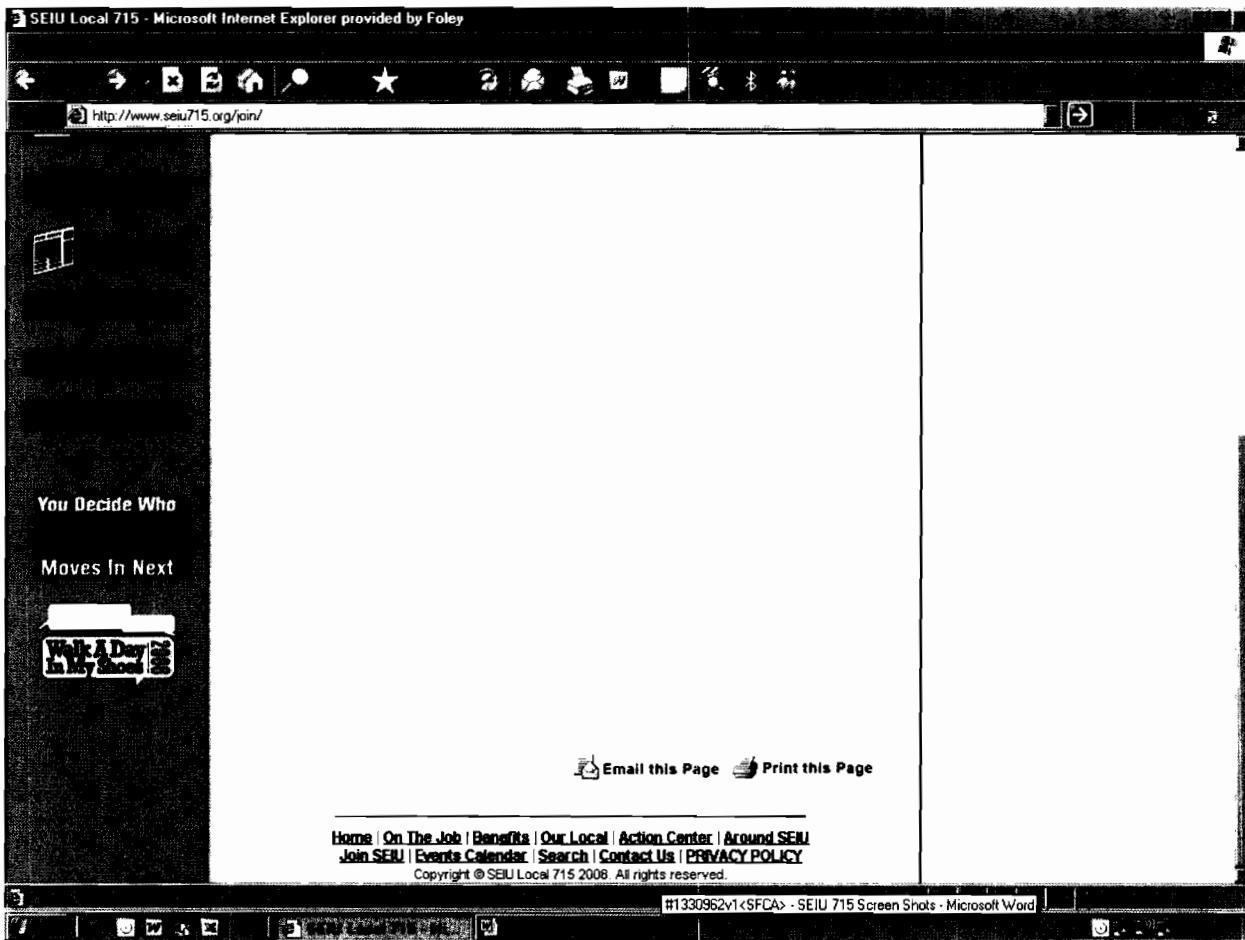


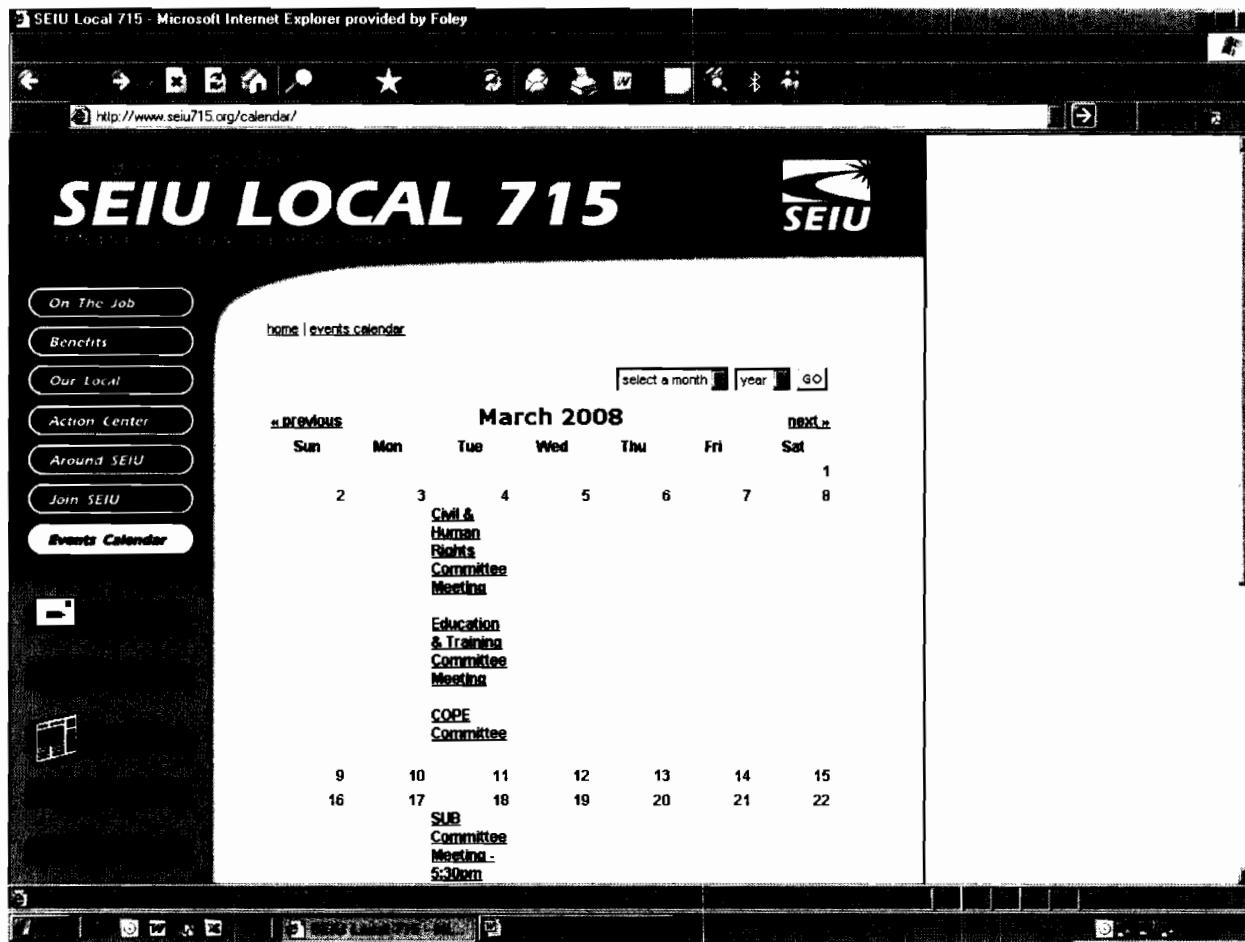
The screenshot shows a Microsoft Internet Explorer window displaying the SEIU Local 715 website. The title bar reads "SEIU Local 715 - Microsoft Internet Explorer provided by Foley". The address bar shows the URL "http://www.seiu715.org/aroundseiu/". The main content area features a large "SEIU LOCAL 715" logo with a stylized "S" icon. Below it is a "SEIU" logo. A navigation menu on the left includes links for "On The Job", "Benefits", "Our Local", "Action Center", "Around SEIU", "Join SEIU", and "Events Calendar". A sidebar on the left contains a small image of a document or folder. The central news article is titled "SEIU's Stern and Rivera Named Two of Top Six Most Powerful People in Healthcare". It discusses the magazine's "100 Most Powerful People in Healthcare" list, ranking Andy Stern and Dennis Rivera at numbers 5 and 6 respectively. It highlights SEIU's leadership, partnerships, and policy work. A link to "Read the press release" is provided. Another news item below is titled "SEIU Files Lawsuit Against USCIS/DHS for Illegally Inflating Immigrant Service Fees", mentioning a lawsuit over citizenship fee hikes. The bottom of the page has a footer with links to "About SEIU", "Local 715", "Contact Us", and "Log In".

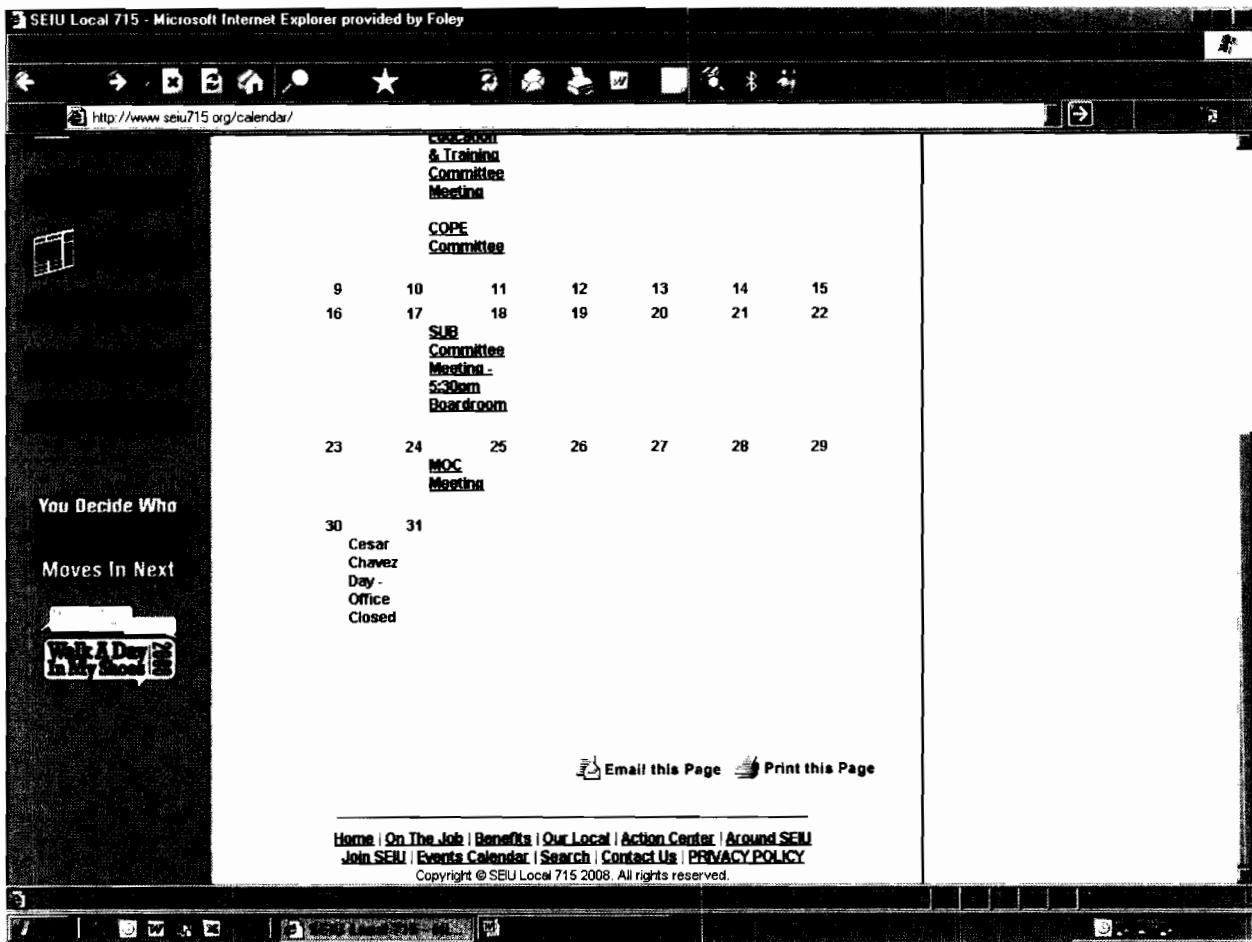
The screenshot shows a Microsoft Internet Explorer window with the following details:

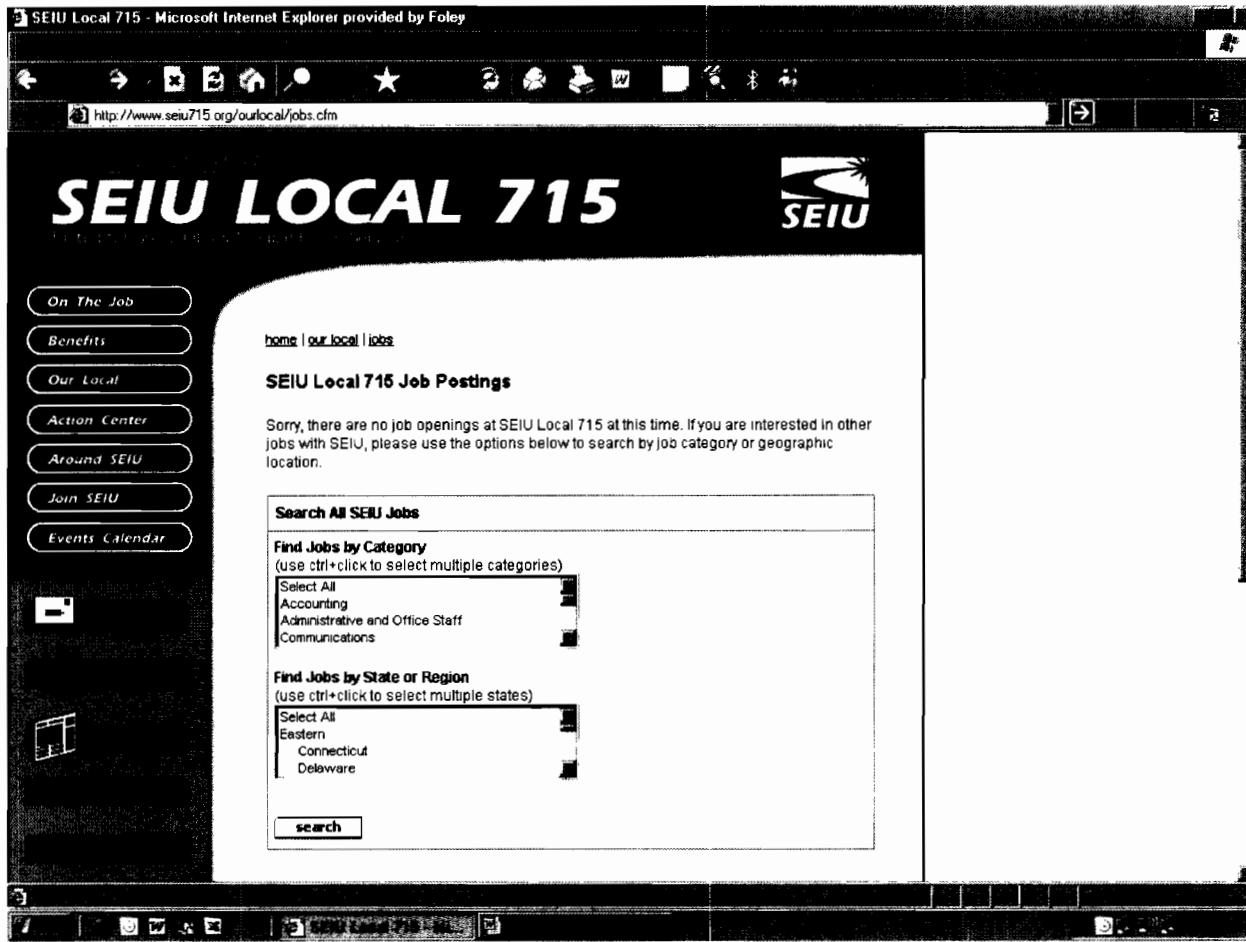
- Title Bar:** SEIU Local 715 - Microsoft Internet Explorer provided by Foley
- Address Bar:** http://www.seiu715.org/aroundseiu/
- Content Area:**
 - Headline:** SEIU Files Lawsuit Against USCIS/DHS for Illegally Inflating Immigrant Service Fees
 - Text:** Following the agency's dramatic July 30 citizenship fee hikes, the USCIS stands accused of unlawfully charging citizenship and visa applicants for infrastructure upgrades, expensive subcontractors, and other agency blunders. "This lawsuit is about accountability," said SEIU EVP Eliseo Medina.
 - Link:** ▶ [Read the press release](#)
 - Section Header:** You Decide Who
 - Text:** Moves In Next
 - Image:** A small graphic with the text "What A Day It Was".
 - Section Header:** Unions on the Rise
 - Text:** The Las Vegas Sun on Aug. 19th offered this analysis of the recent resurgence of the American labor movement's energy and political clout.
 - Link:** ▶ [Read more](#)
 - Section Header:** Just Work, a Huffington Post Blog Featuring Real Stories by Real Workers
 - Text:** SEIU launched Just Work, a bi-weekly Huffington Post blog where real workers can discuss their daily struggles to balance work, afford life and participate in a more just society.
 - Link:** ▶ [Read Just Work](#)
 - Buttons:** Email this Page, Print this Page
 - Footer Links:** Home | On The Job | Benefits | Our Local | Action Center | Around SEIU | Join SEIU | Events Calendar | Search | Contact Us | PRIVACY POLICY
 - Copyright:** Copyright © SEIU Local 715 2008. All rights reserved.

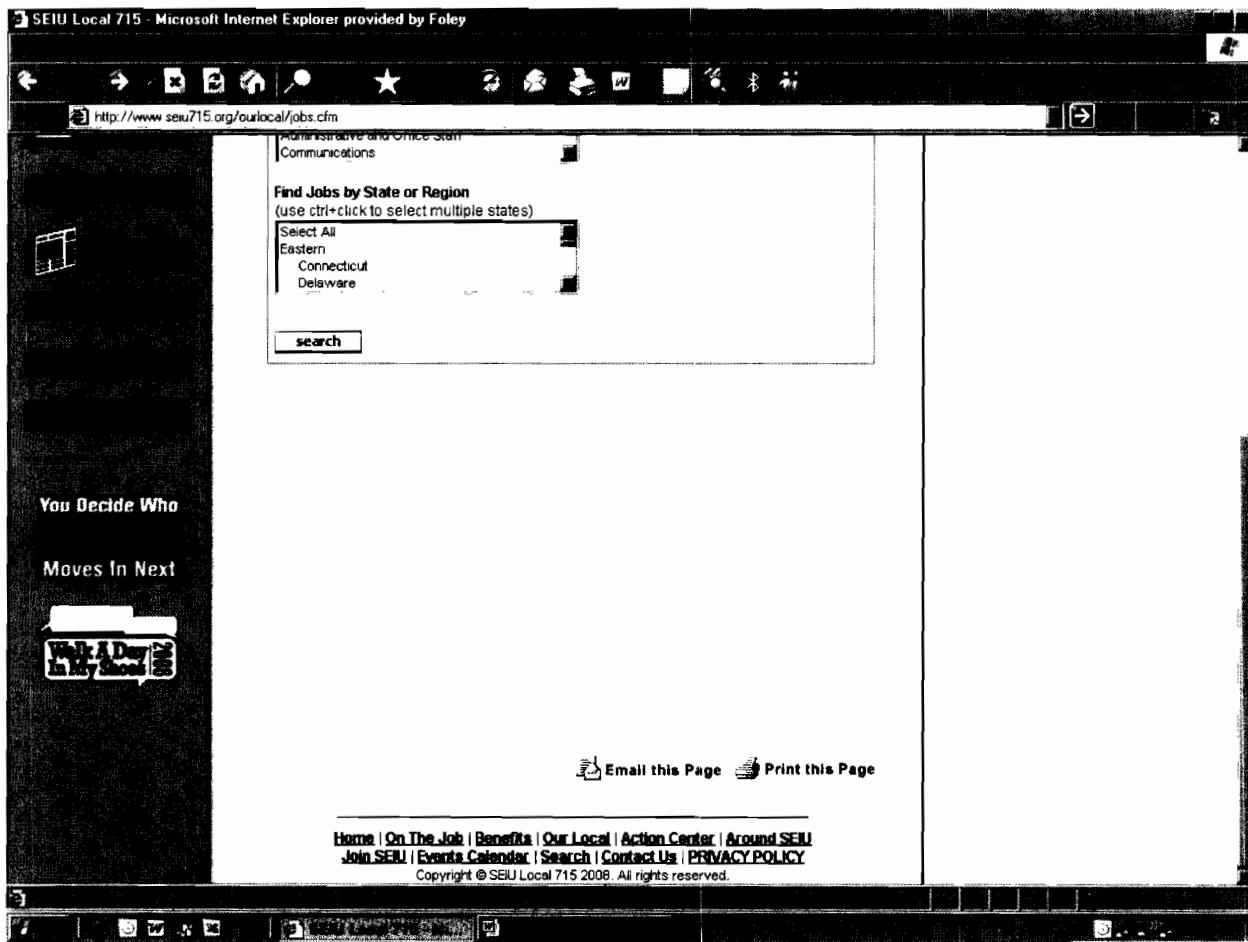


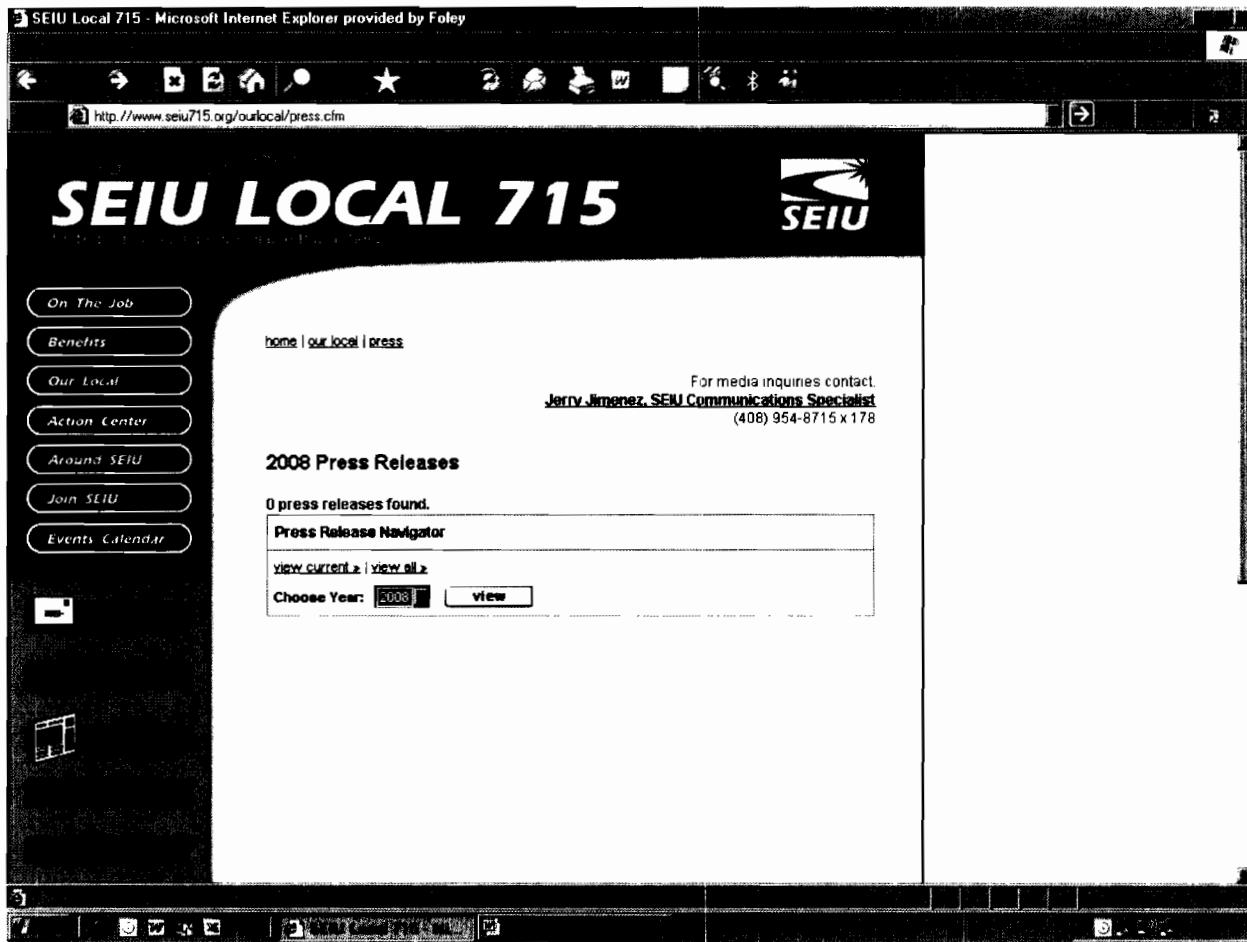


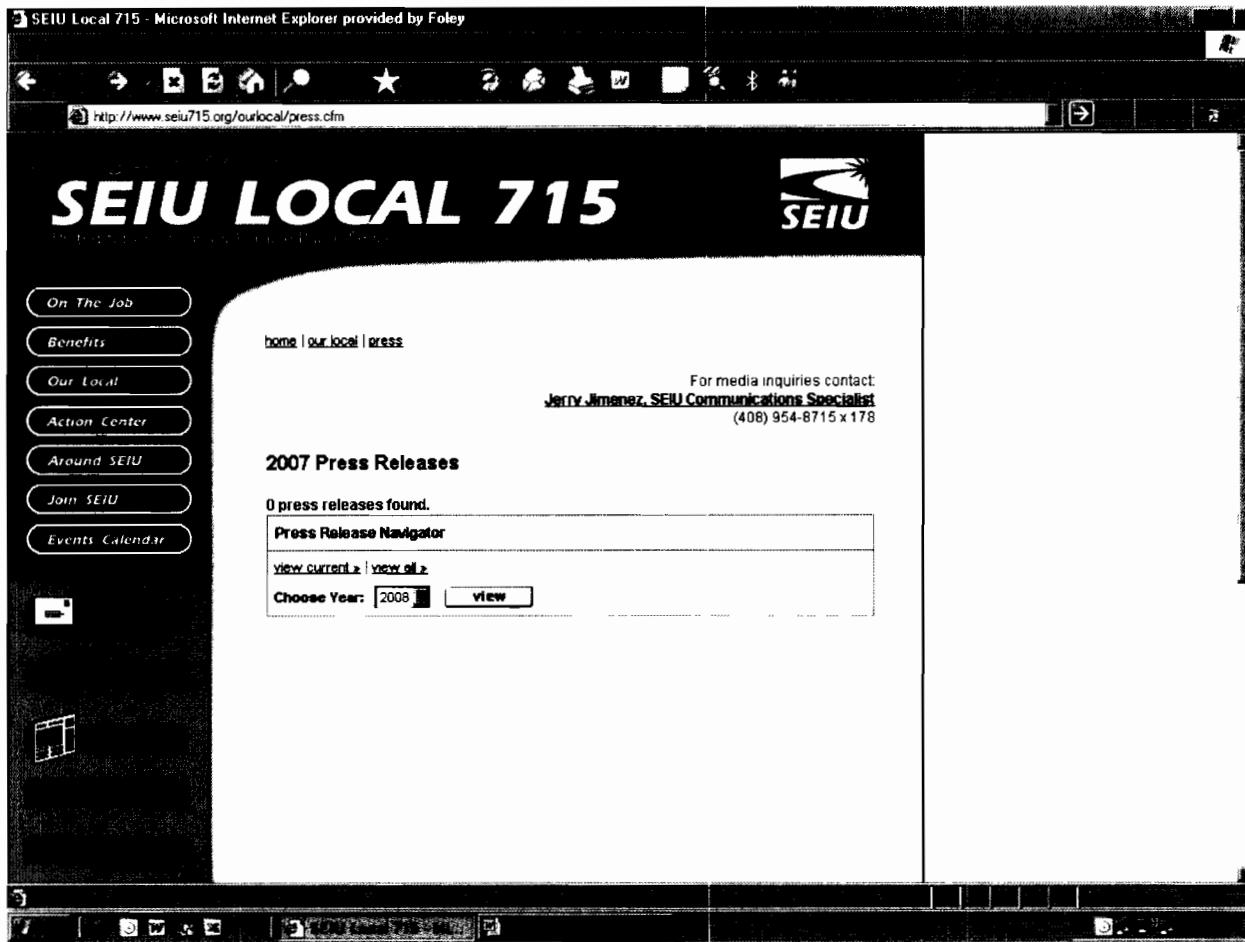


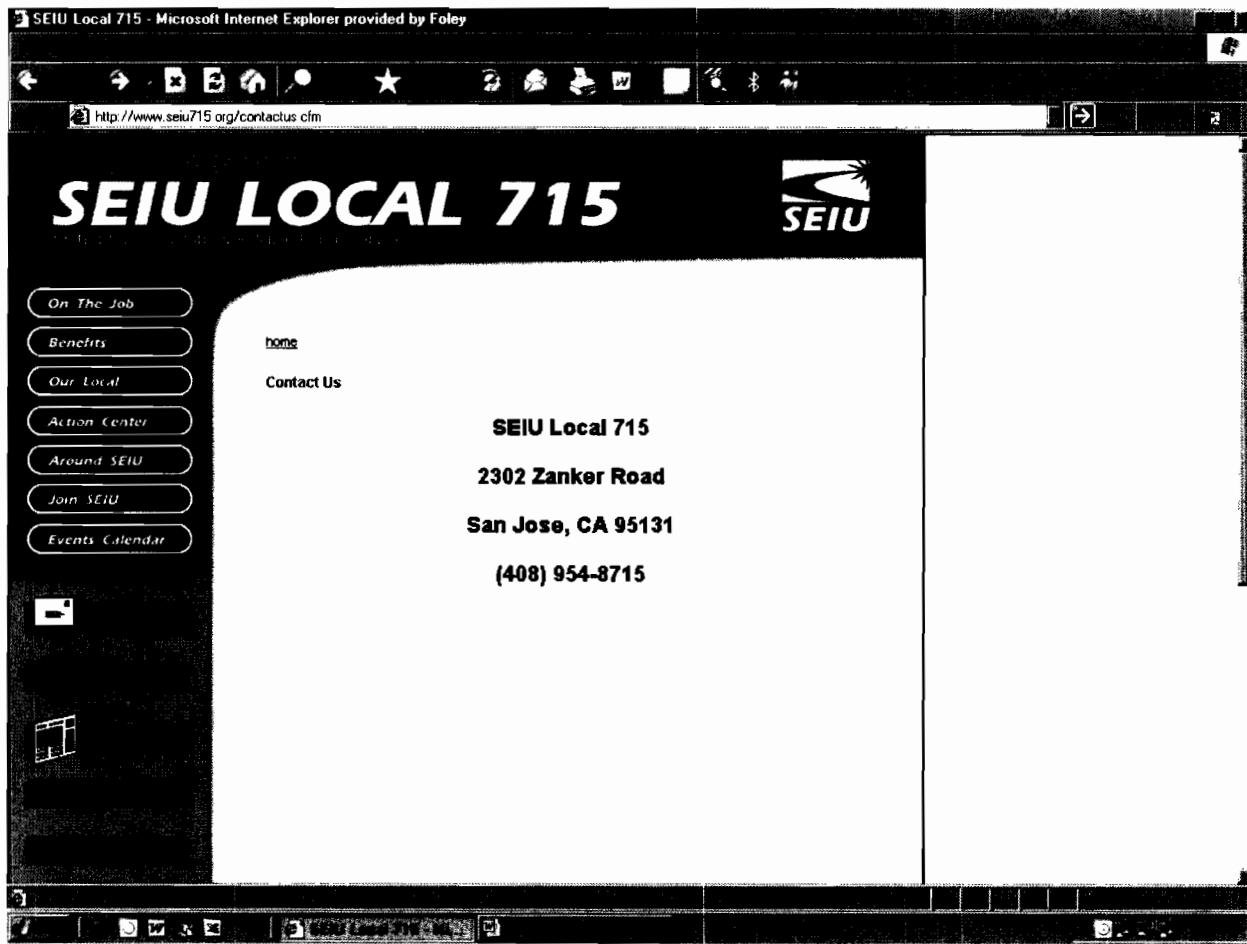












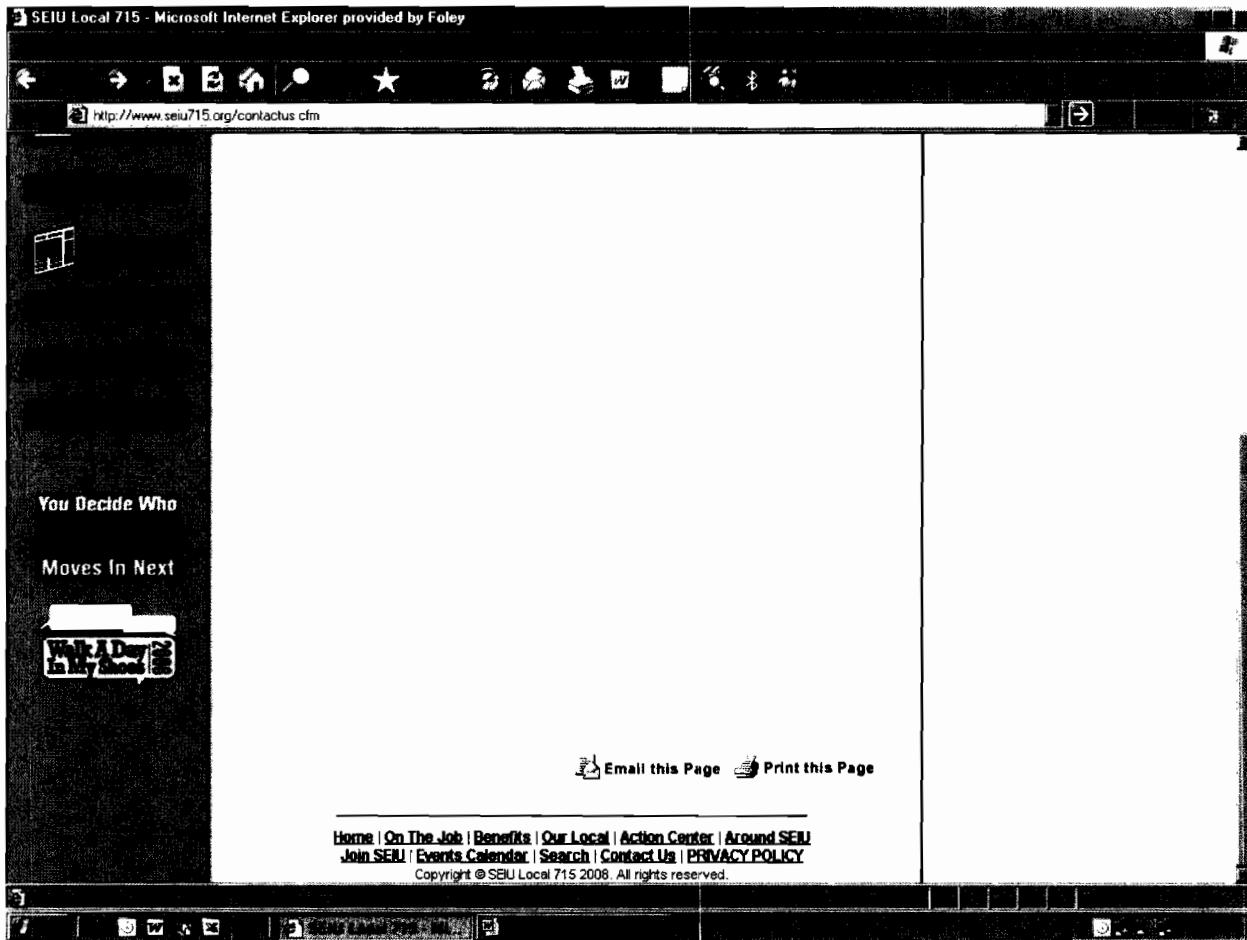
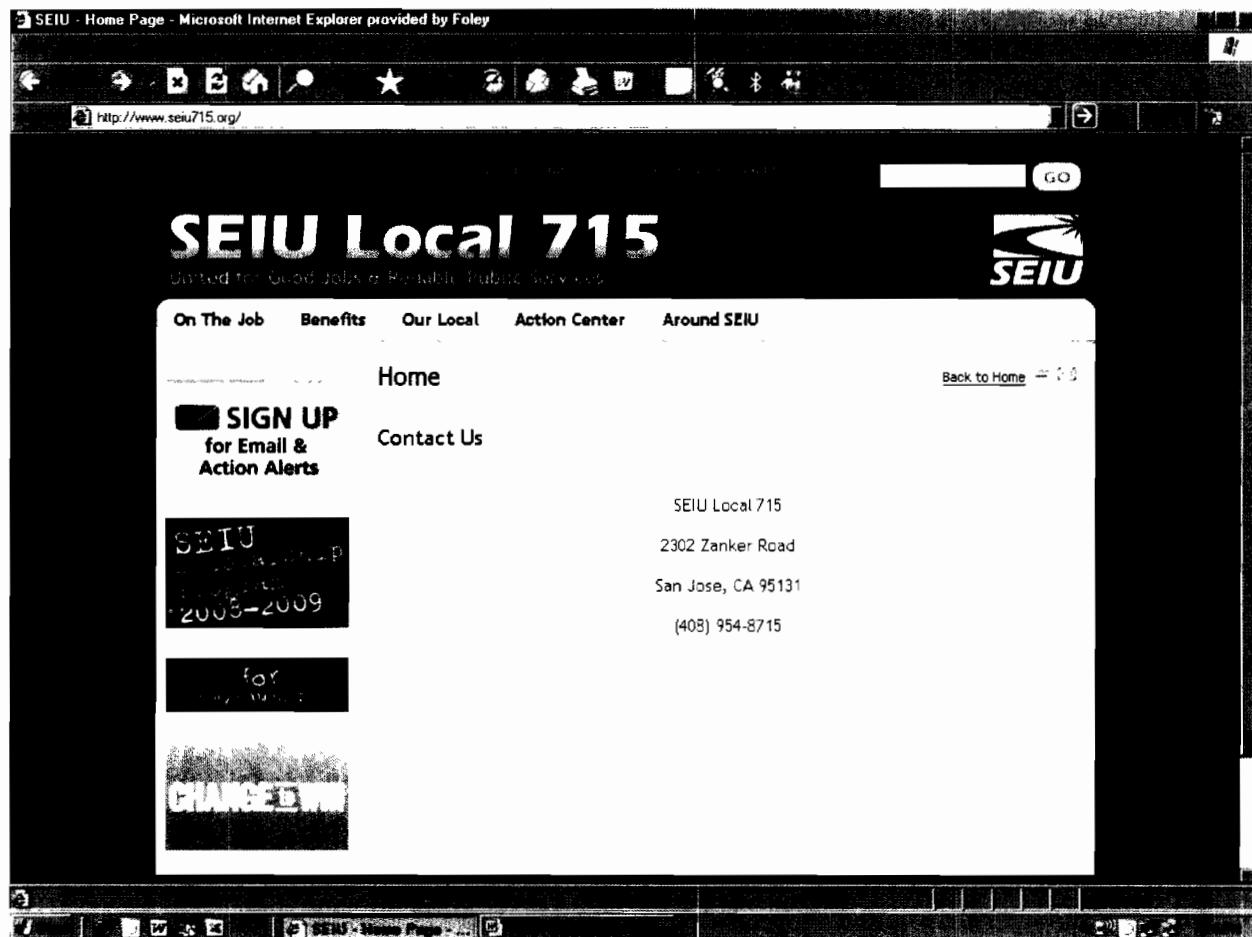
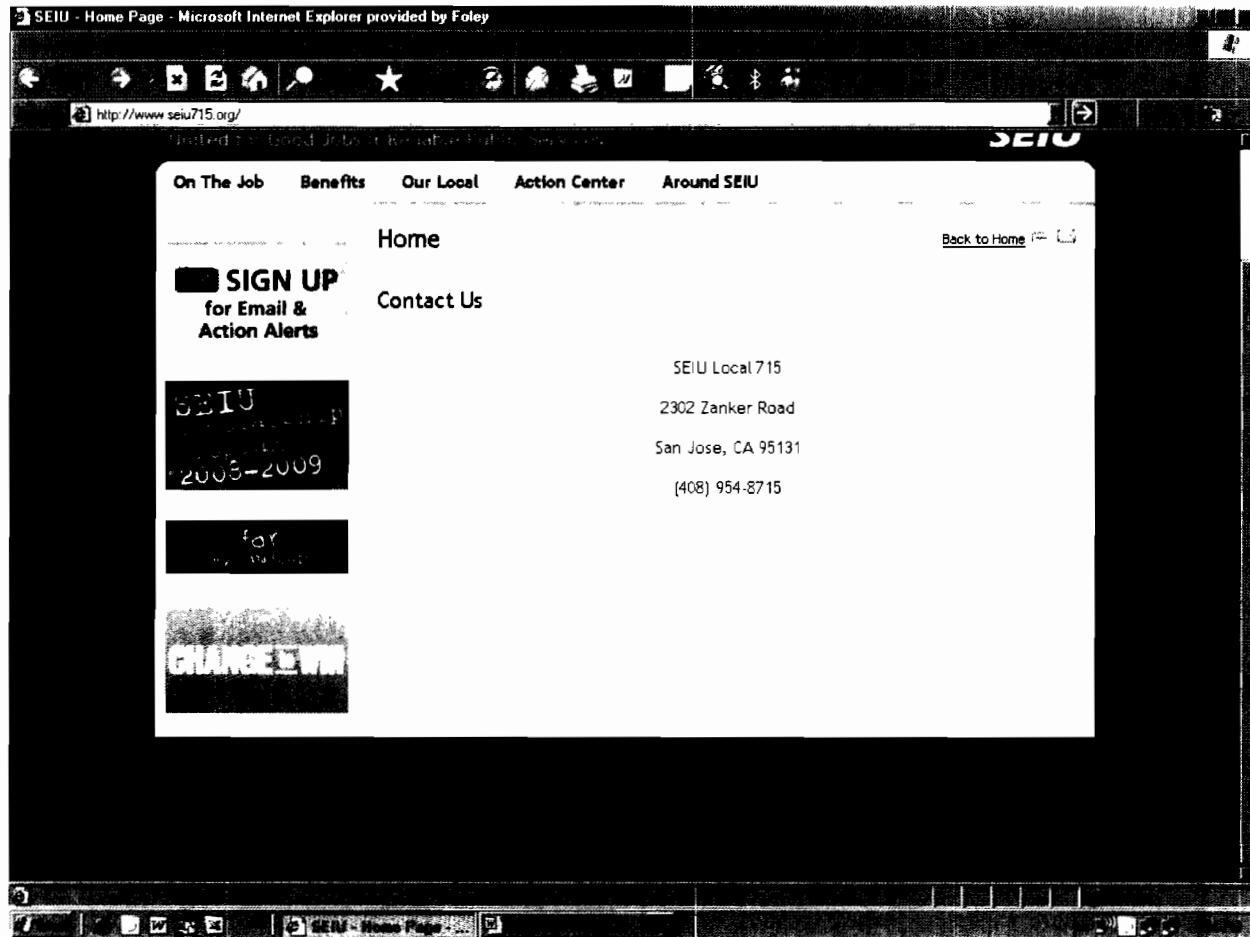
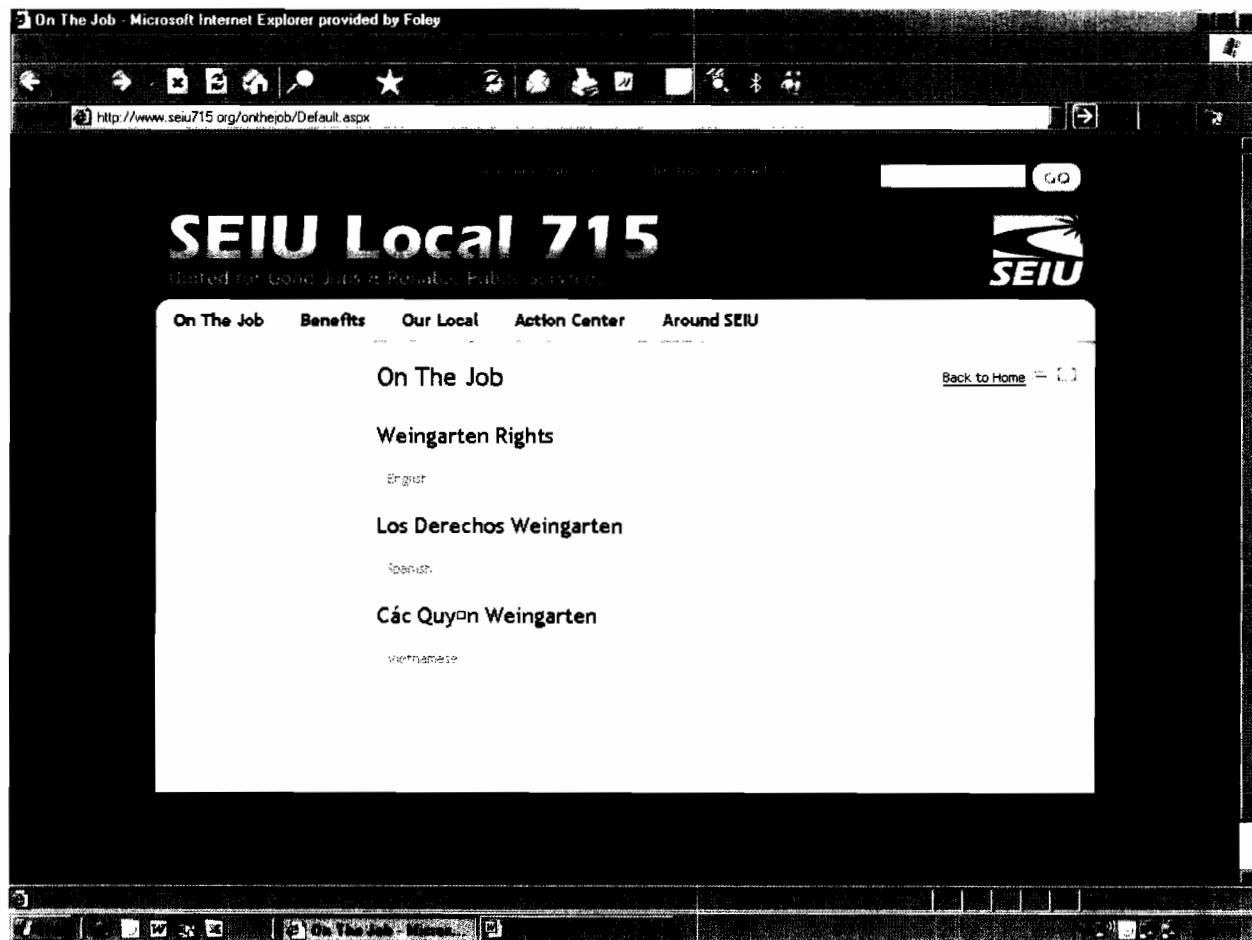


EXHIBIT B







Benefits - Microsoft Internet Explorer provided by Foley

http://www.seiu715.org/benefits/Default.aspx

GO

SEIU Local 715

United for Good Jobs & Reliable Public Services

On The Job Benefits Our Local Action Center Around SEIU

Back to Home

Benefits

SEIU Benefits for You and Your Family

SEIU Local 715
2302 Zanker Road
San Jose, CA 95131
(408) 954-8715

Because you are a member or retiree of SEIU, you have access to a variety of services and discounts through Union Plus. These benefits supplement what you may receive through your union-negotiated contract with the SEIU office. Plus benefits include: life insurance, health savings, dental plans, legal services, credit cards, etc.

Need assistance?
Call 1-800-622-9425.
Or visit www.unionplus.org.

Tiene preguntas? Tenemos información en Español.

Money and Credit Family Services

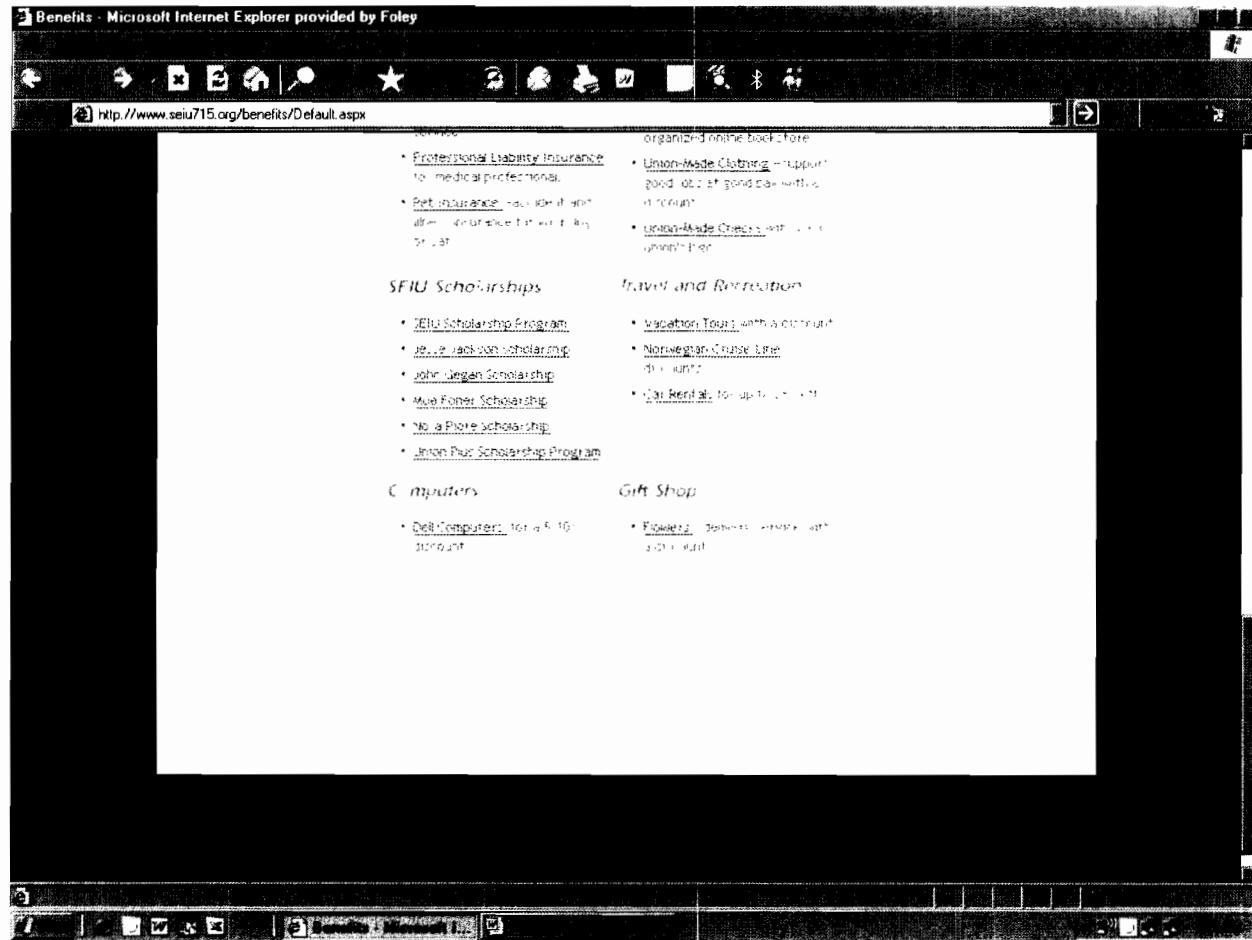
- [Credit Cards](#) with great rates and services
- [Secured Credit Card](#) for members who have poor credit
- [Find a Lawyer](#) online or by phone, fast and fair
- [Immigration Legal Services](#) including free initial

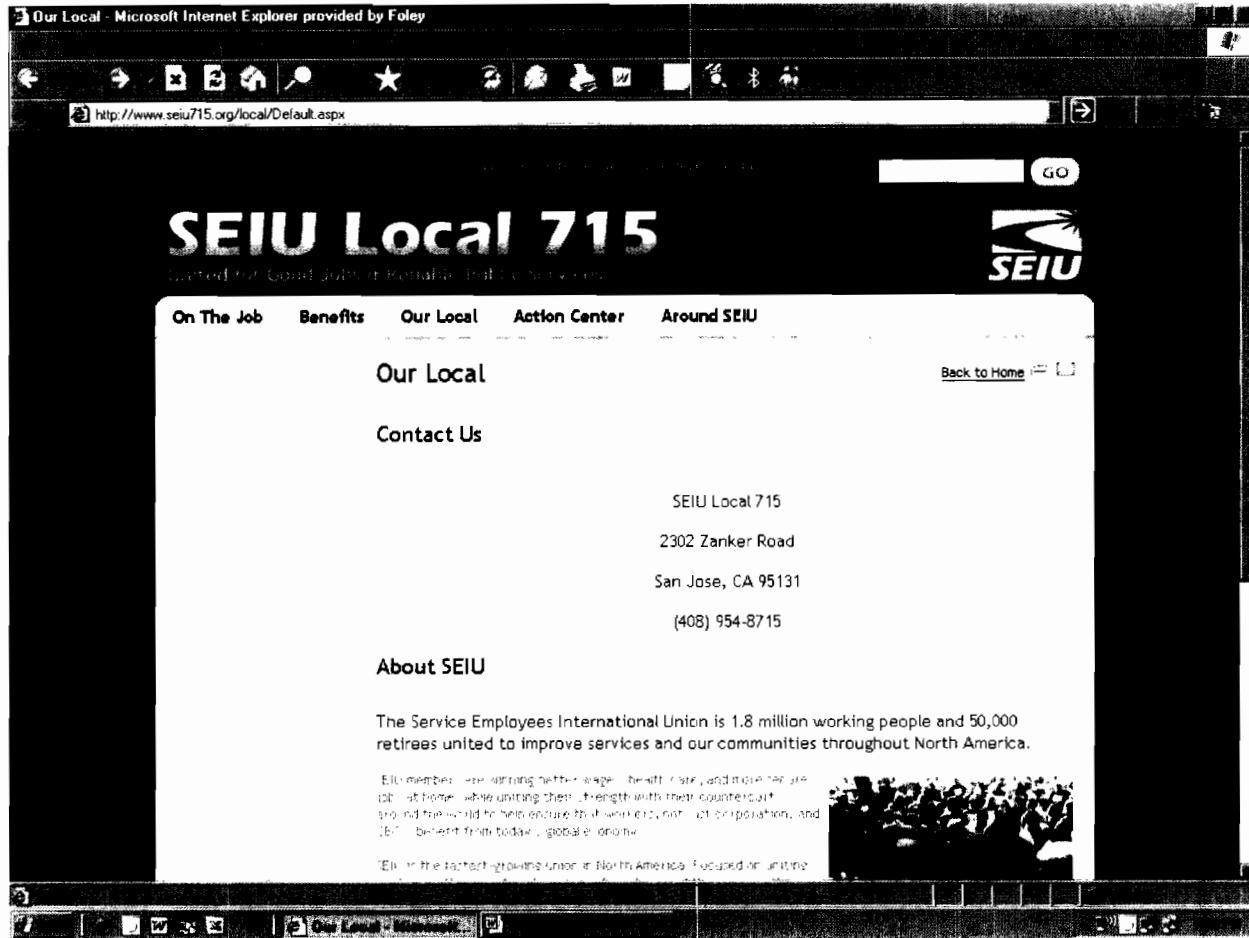
Benefits - Microsoft Internet Explorer provided by Foley

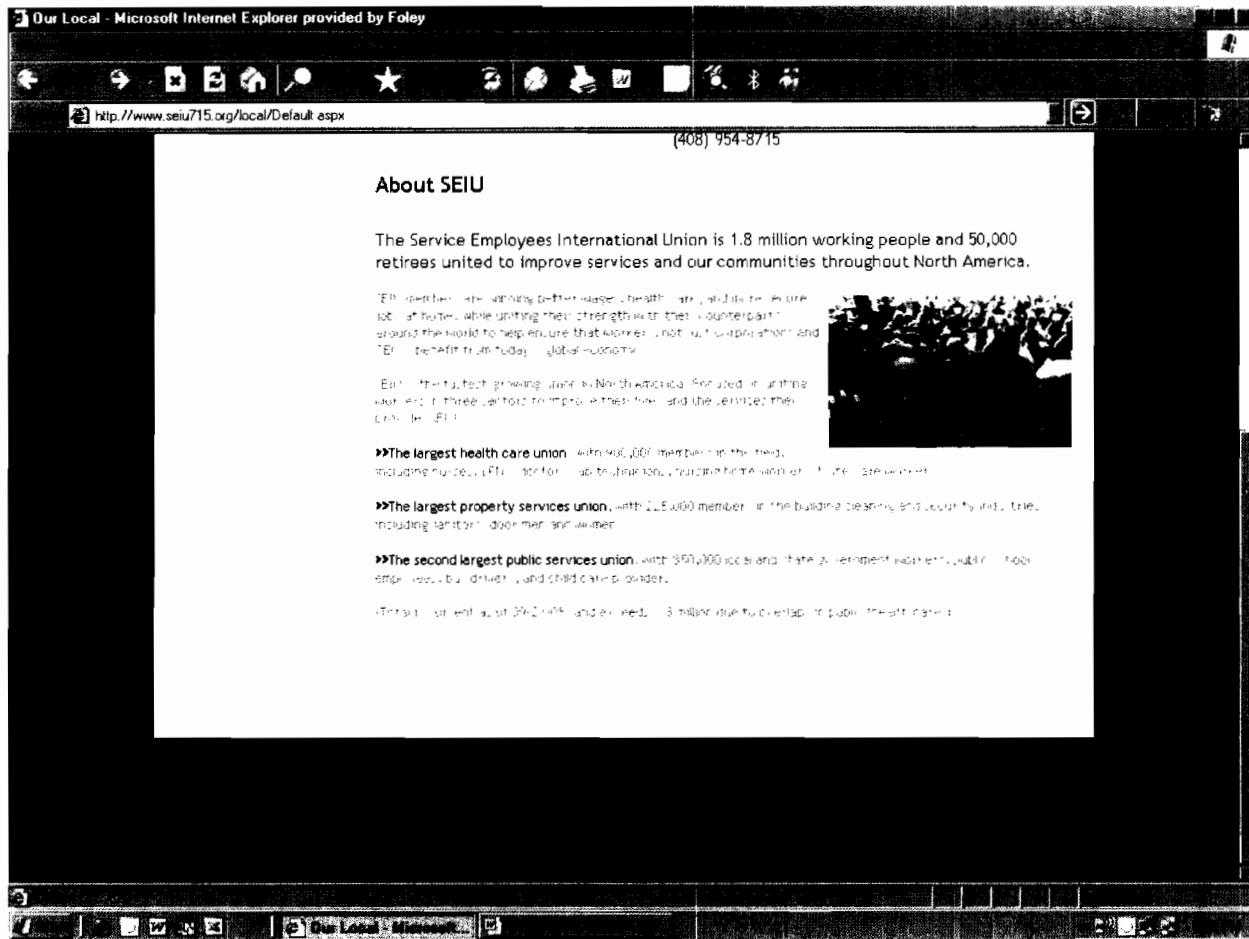
<http://www.seiu715.org/benefits/Default.aspx>

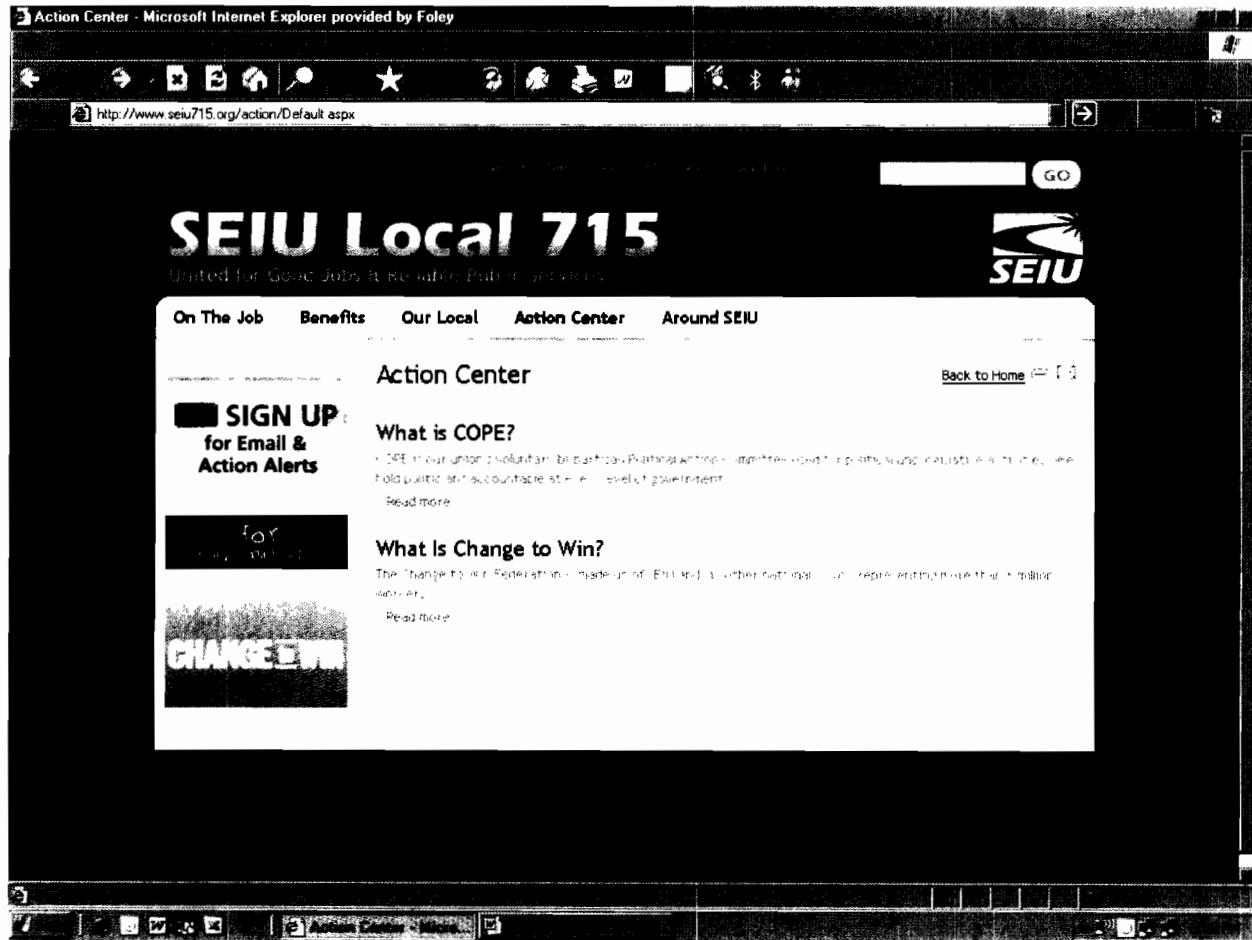
The screenshot shows a Microsoft Internet Explorer window with the title bar "Benefits - Microsoft Internet Explorer provided by Foley" and the URL "http://www.seiu715.org/benefits/Default.aspx". The main content area is divided into several sections:

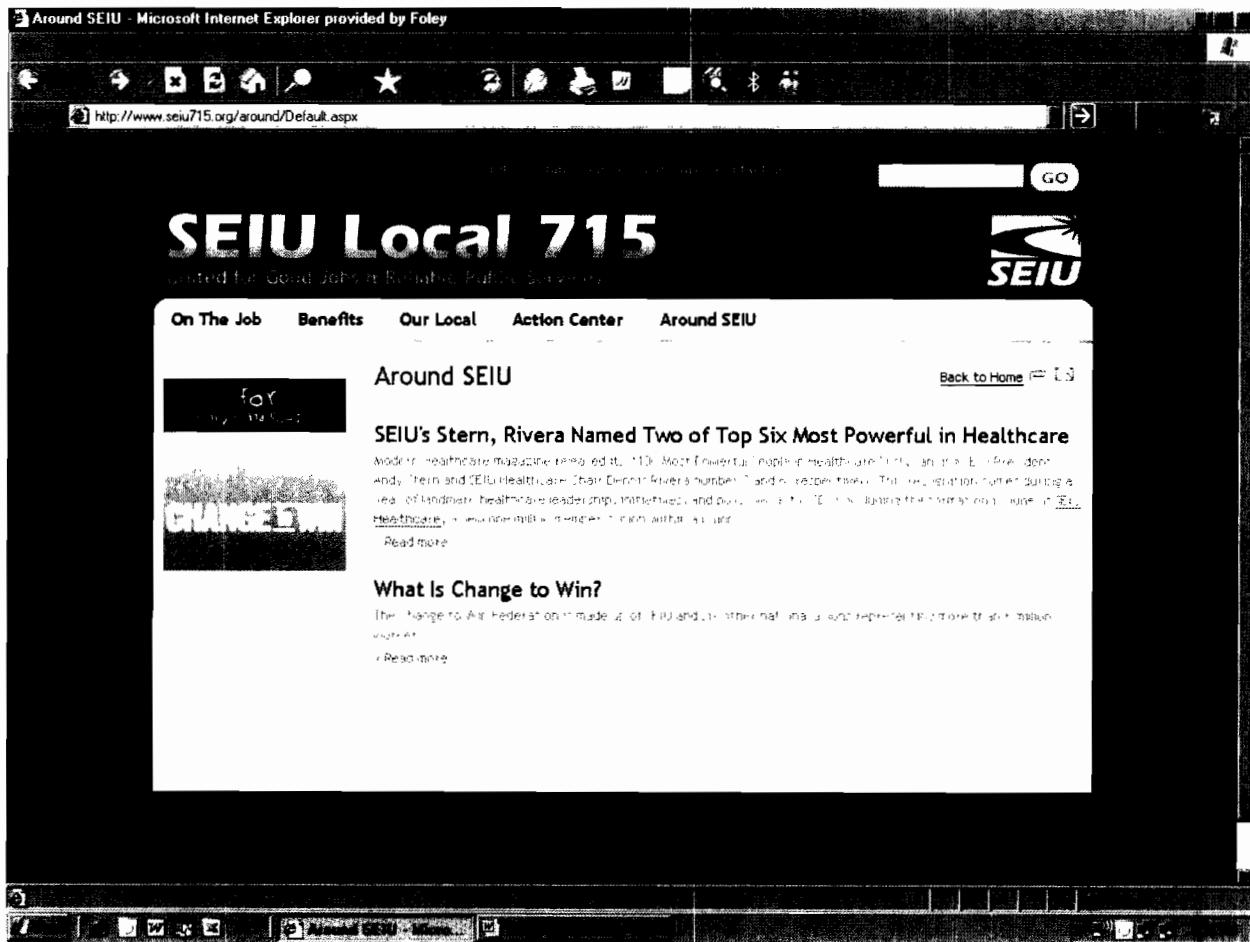
- Benefits** (links to "Mortgage", "Health", "Pet Health", "House and Home", "Health and Well-Being", "Insurance Protection", and "Union Marketplace")
- Mortgage** (links to "Refinancing", "Home Equity Loan", "Credit Counseling", and "Your Credit Score")
- Health** (links to "Health Savings Account", "Health Club Discount", and "Health Care")
- House and Home** (links to "Mortgage and Real Estate", "Home Heating Oil Discounts", "Moving Van Discounts", and "Caravan Service Contracts")
- Health and Well-Being** (links to "Health Savings Account", "Health Club Discount", and "Health Care")
- Insurance Protection** (links to "Life Insurance Protection", "Accident Insurance", and "Auto Insurance")
- Union Marketplace** (links to "Cingular Wireless Discounts", "Auto Buying Service", "Goodwill Discounts", and "Powell's Electronics")

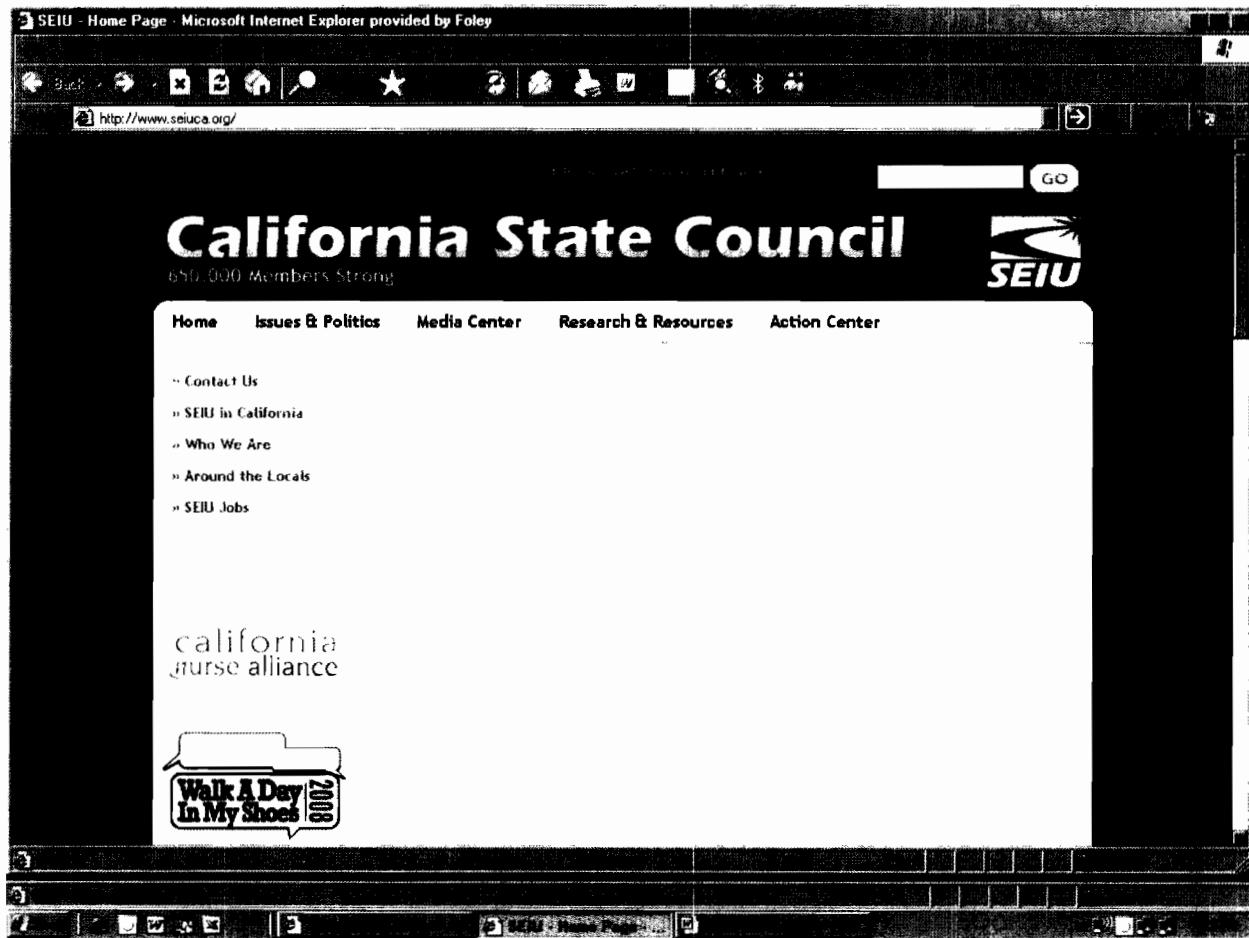














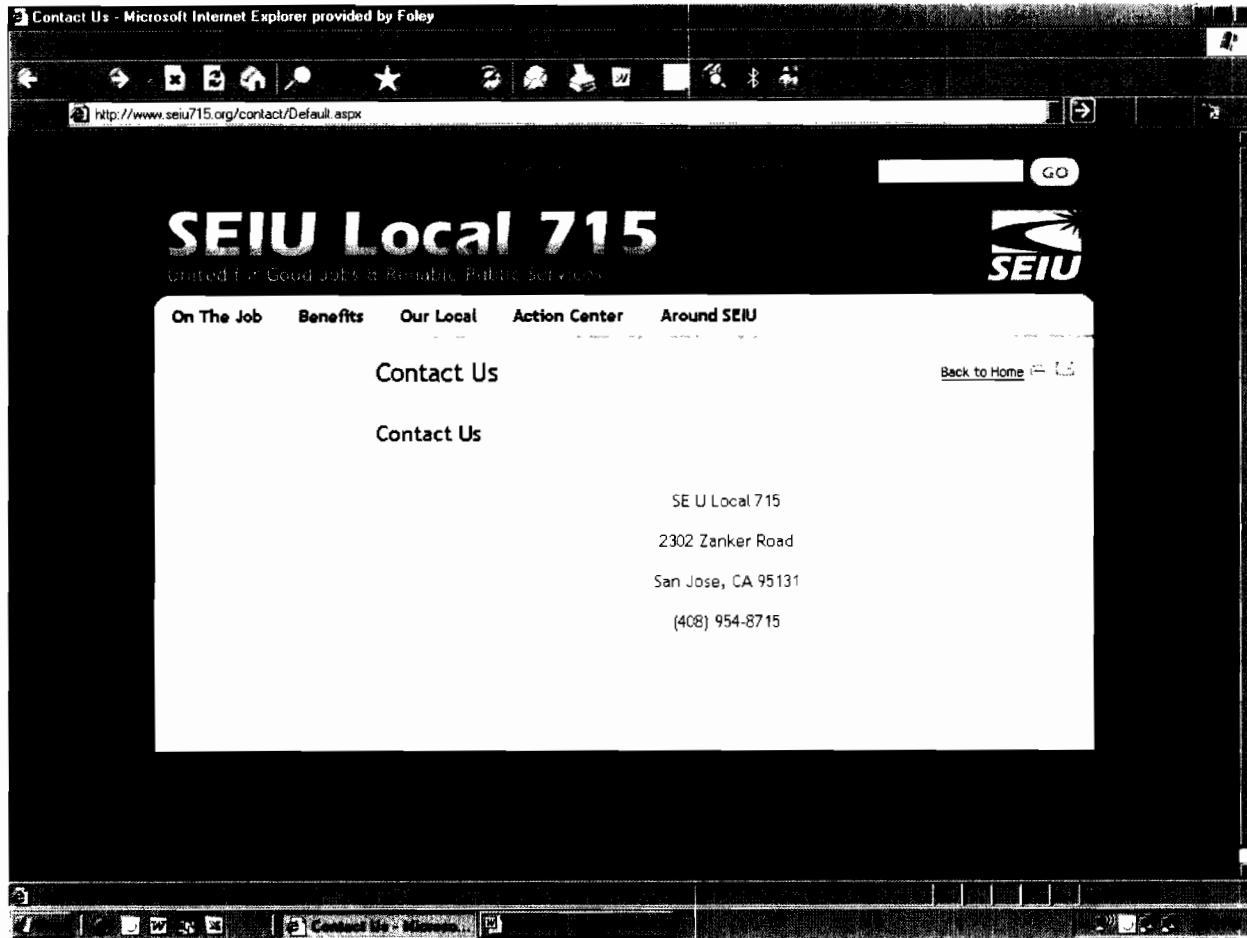
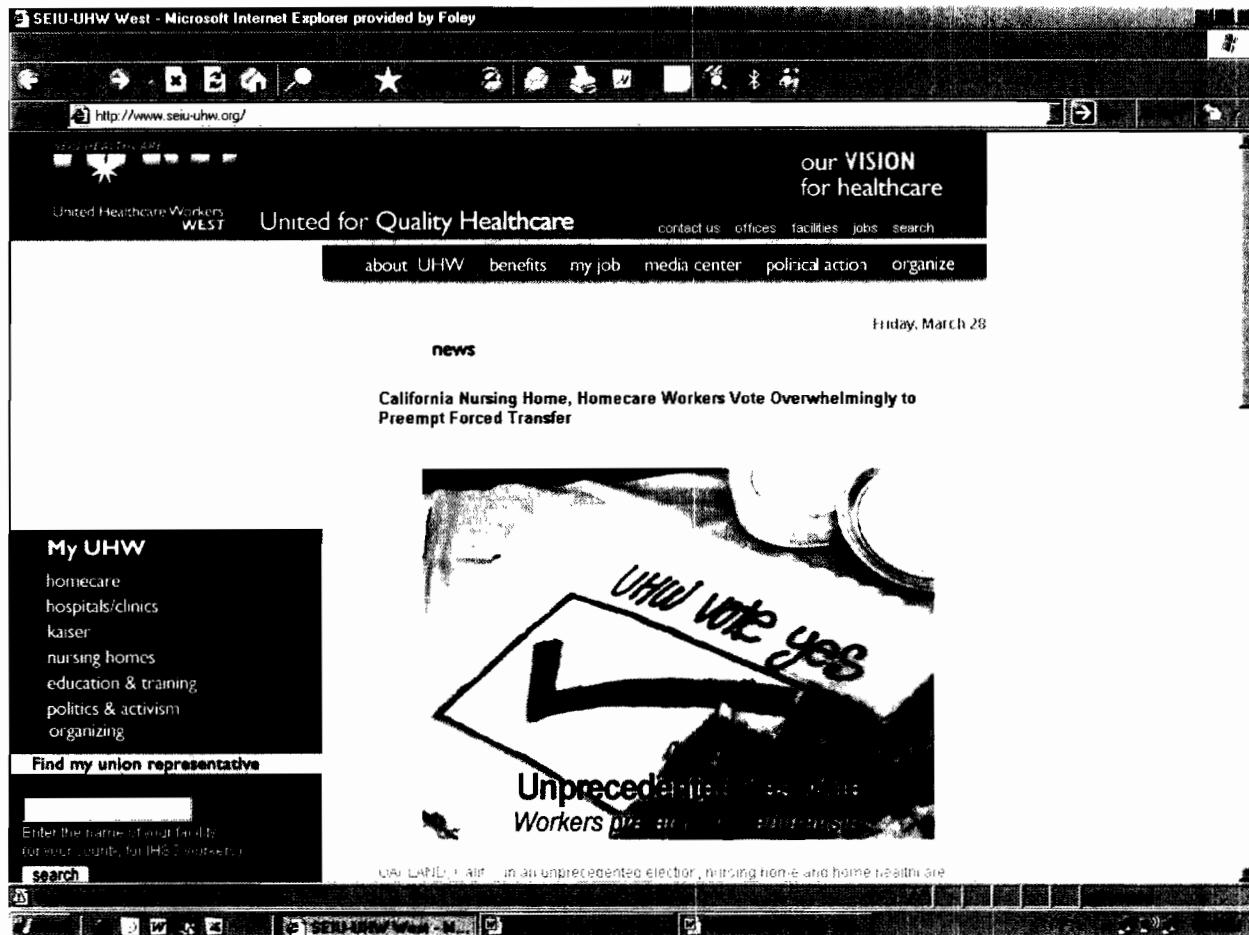


EXHIBIT C



2008 Contracts - Microsoft Internet Explorer provided by Foley

http://www.seiu-uhw.org/myjob/hospitalsclinics/2008-contracts.html

United for Quality Healthcare

about UHW benefits my job media center political action organize

List of 2008 Contracts to be Renewed

SEIU Targets 2008 Contracts with Hospitals & Nursing Homes
10/5/2007

Union Locals Band Together to Seek Common Working Conditions
10/20/2007

SEIU Health Care Locals Begin Work on Coordinated Bargaining in Six States
08/14/2007

2008 Unity Platform

- **One Contract**
 - One contract for all hospitals under the same employer
- **Quality Care**
 - Quality Care Committees
 - Patient advisory fund
 - Voice in service expansion and demands
- **Employment and Income Security**
 - Ban on subcontracting
 - Successor liability
 - No AIDS
 - No job cancellation
 - Union registry
- **Union Rights**
 - Paid time for stewards and trustees

Find my union representative

Enter the name of your facility
(or your county, for IHSS workers)

search

Sign up for updates

First Name: [] Last Name: []

Last Name:

http://www.seiu-uhw.org/documents/hospcln/uhwcontractlist.pdf - Microsoft Internet Explorer provided by Foley

http://www.seiu-uhw.org/documents/hospcln/uhwcontractlist.pdf

1 / 5 Sign Find

47%

2008 CONTRACT EXPIRATIONS

Healthcare Works

CATHOLIC HEALTHCARE WEST

Bakersfield Memorial Hospital
Bakersfield Medical Center
California Hospital Medical Center
Community Hospital Of San Bernardino
Dominican Hospital
Dowling Care Assisted Living
French Hospital Medical Center
Mark Twain Hospital
Marin Medical Center
Mercy General Hospital
Mercy Home Health Hospice & Lifetime
Mercy Hospital Of Fallon
Mercy Hospitals Of Bakersfield
Mercy Medical Center Of Redding
Mercy Medical Center Of Mt Shasta
Mercy San Juan Medical Center
Mercy Southwest
Methodist Hospital Of Sonora
Natividad Hospital Medical Center
Saint Francis Memorial Hospital
Sequoia Hospital
St. Bernardine Medical Center
St. Elizabeth Community Hospital
St. John's Pleasant Valley Hospital
St. John's Regional Medical Center
St. Joseph's Behavioral Health Center
St. Joseph's Medical Center
St. Mary's Medical Ctr- San Francisco
Woodland HealthCare Clear
Woodland Hospital

COMMUNITY HEALTH SYSTEMS (CHS)

Windsorville Community Hospital

DAUGHTERS OF CHARITY

O'Connor Hospital
Saint Louise Regional Hospital
Senior Medical Center
Senior Medical Center Cooshead
Saint Francis

INDEPENDENTS AND CLINICS

Alameda Hospital
Antelope Valley Hospital
Chinese Hospital Of San Francisco
City Of Hope National Medical Center
Compass Crumali Services Group
Compass Medical Management Specialists
Doctors Medical Center Of San Francisco
Gateway Hospital & Mental Health Ctr
Hoylewood Community Hospital
Inpatient & Referral Ctr Of LA
Los Angeles Gay & Lesbian Center Ctr
Maison Neighborhood Health Clinic
Southwest Community Health Center
Stanford University, Ct - Lucile Packard
Tiburon Veterans Health Center
Wadsworth Hospital

http://www.seiu-uhw.org/documents/hospclin/uhwcontractlist.pdf - Microsoft Internet Explorer provided by Foley

http://www.seiu-uhw.org/documents/hospclin/uhwcontractlist.pdf

SUTTER HEALTH
FACILITY

- Aloha Baye Summit Medical Center (3 sites)
- California Pacific Medical Center (5 sites)
- Eden Medical Center
- St. Luke's Hospital
- Sutter Amador
- Sutter Delta Medical Center
- Sutter Lakeside Hospital
- Sutter Medical Center of Santa Rosa
- Sutter Roseville Medical Center
- Sutter Solano Medical Center

AVALON HEALTHCARE
FACILITY

- Avalon Care Center Sonora
- Avalon Healthcare of Chowchilla
- Mark Twain Convalescent

BEVERLY
FACILITY

- Beverly Healthcare Center
- Beverly Living Care
- Beverly Manor Fresno
- Civita Convalescent
- Fresno Care & Guidance Center

COUNTY VILLA HEALTH SERVICES
FACILITY

- Country Villa of San Refugio

COVENANT
FACILITY

- Enchanted Garden Nursing Center
- Glen Caisto Nursing & Rehab Center
- Palo Alto Nursing Care
- Willow Tree Convalescent Hospice

EVA CARE GROUP
FACILITY

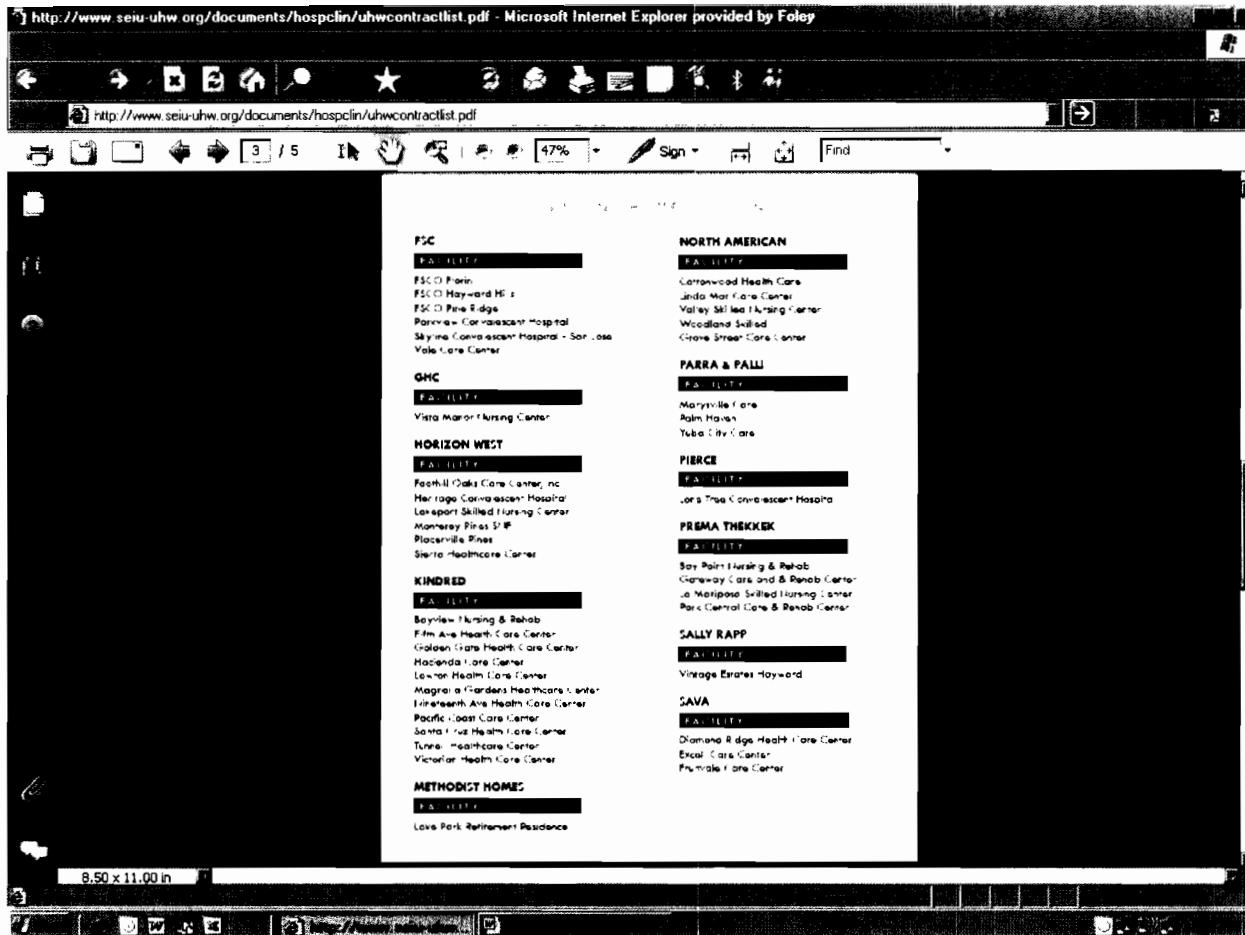
- Empress Care Center
- InterMed Care Center of Fairfield
- Evergreen Care Center
- Evergreen HK Centers of Vallejo - Heartwood
- Evergreen HK Centers of Vallejo - Springs Rd
- Evergreen Health & Rehab Center of Petaluma
- Evergreen New Hope Health & Rehab
- Kamena Neo Health Center

FORESIGHT MANAGEMENT SERVICES
FACILITY

- Brookside Convalescent Hospital
- McClure Convalescent Hospital
- Heartside Care Center
- Valley Pointe Rehab Sub-Acute

FSC
FACILITY

- Almeden Care
- Heartside Health Care Center
- Fenton Health Center
- FSCD Difwood Hospital

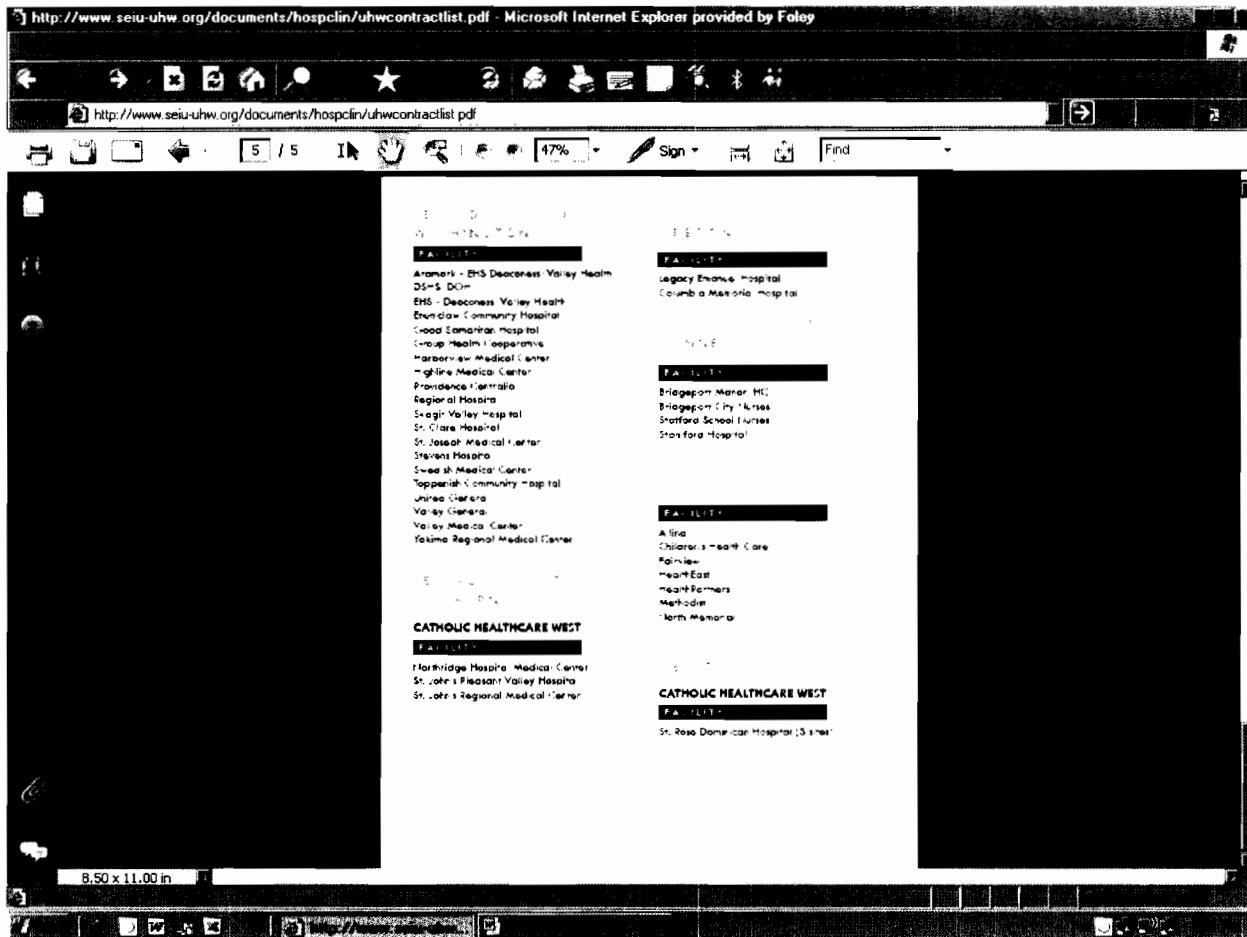


http://www.seiu-uhw.org/documents/hospclin/uhwcontractlist.pdf - Microsoft Internet Explorer provided by Foley

The screenshot shows a Microsoft Internet Explorer window displaying a list of healthcare facilities. The page title is "http://www.seiu-uhw.org/documents/hospclin/uhwcontractlist.pdf". The content is organized into sections for different regions:

- SUN HEALTH**
 - FAIRFIELD**
 - Sunbridge Care Center - Kingsburg
 - Sunbridge Care Center for Seniors
 - Sunbridge Heritage Care Center
- TILLER**
 - FACILITY**
 - Berkeley Plaza Convalescent Center
 - Carriage Care Center
 - Pinsburg Care Center
- TRINITY**
 - FAIRFIELD**
 - High Street Convalescent Hospital
 - MacArthur Care Center
- WESTUNE MEDICAL MANAGEMENT**
 - FAIRFIELD**
 - Brookside Care Center
 - Dakota Care Center
 - Prairie Care Center
 - Sunrise Health Care Center
- WINDSOR**
 - FAIRFIELD**
 - Windsor Gardens Care Hayward
 - Windsor Gardens Rehabilitation Center of Salinas
 - Windsor Park Care Center of Fremont
 - Windsor Rehabilitation Center of Concord
- FAIRFIELD**
 - No Nelia Convalescent
 - Neas of Marin
 - Community for Jewish Living
 - Holy Cross Convalescent
 - Lake Heights
 - Sheffield Convalescent Hospital
- St Francis Health**
 - St Francis Riverview
 - All Saints Sub-Acute & Rehab Center
 - Convalescent Center in Main Street
 - Elray Healthcare and Rehabilitation Center
 - Good Samaritan Health Care of Fremont
 - Hayward Convalescent Hospital
 - Milros Serra Convalescent Hospital
 - Marin Bay Convalescent Hospital
 - San Marco Nursing Rehab Center
 - Treacy Convalescent Hospital
 - University Mount Ladies Home
- KA SEP**
 - Anheim
 - Bridgeport Park
 - Bullock's
 - Corona
 - Fremont
 - Frances
 - Hayward
 - Horizon City
 - Marin
 - Mountain Valley
 - Pedroza City
 - Portola
 - Riverside
 - Sacramento
 - San Diego
 - San Flores
 - Santa Clara
 - Santa Fea
 - Santa Teresa
 - Southern Sacramento
 - South San Francisco
 - Los Angeles Medical Center
 - West Los Angeles
 - Woodland Hills
 - Yorba Linda
 - Marinco

* Pending Check



<http://www.seiu-uhw.org/documents/hospcln/san-jose-biz-journal.pdf> - Microsoft Internet Explorer provided by Foley

The News
THE BUSINESS JOURNAL (Silicon Valley/San Jose)
www.sjbjournals.com

SEIU targets 2008 contracts with hospitals, nursing homes

BY BABA SOLDITCH
www.sjbjournals.com

SEIU United Healthcare Workers-West is gearing up for a slew of bargaining talks in California and other western states, culminating in what union leaders describe as the nation's single largest coordinated campaign in health care.

More than 200 contracts with hospitals and nursing homes across California are due to expire within a three-month period in 2008 and United Healthcare Workers will be negotiating all of them.

"We have worked 10 years to get to this point, to get the contracts lined up our way," says John Boros, vice president of the local that represents 150,000 workers, from registered nurses and pharmacists to certified nursing assistants, homecare workers and clerical staff.

"It allows us to have an industrial approach," he continues. "Instead of bargaining one hospital, one system at a time, it allows us to talk about issues."

The union accomplished this feat in a number of ways. In some cases, it negotiated short-term contracts. In other cases, long-term contracts. In still others, it bid its time and allowed contracts to lapse over periods of months.

Recently, it brought together 2,000 leaders from hospitals and nursing facilities located across six states for its annual conference in San Jose. Union representatives met in small groups, laying the groundwork for the upcoming negotiations. The union has scheduled for May, June and July – with 100 hospitals and 100 nursing homes.

Though United Healthcare Workers says it is still developing a plan of action, the issues this time around are

threefold: wages and benefits, worker training and education, a growing voice in patient care decisions.

Tying together all three, says Boros, is the "fundamental belief that no matter who does the work, you should get the same pay."

By lining up all these separate contract negotiations, the union has succeeded not only in increasing its own power, according to UHW Local President Sal Rosselli; it has also strengthened its ability to involve government officials, other organizations, as well as attract more media attention.

Rosselli says he anticipates positive talks with Kaiser Permanente. United Healthcare Workers is a member of the health giant's Labor Management Partnership and describes the relationship as "open and collaborative."

Now, as it negotiates with other Stanford Hospital & Clinics of Sutter Health Network.

Rosselli says that both systems are "resistant to giving caregivers a voice. They have been the ones that are most resistant to training and upgrade programs."

"Stanford," he continues, "is extremely adversarial, extremely anti-union, extremely rich and extremely arrogant. Their attitude is 'We don't need to hear what healthcare providers want. Just do it our way.'

Stanford did not respond to Rosselli's comment requests for this article.

The union's strategy appears to itself successful. In 2004, 80% of its contracts expired within a short time.

United Healthcare Workers began negotiations by settling a master state-wide contract with Catholic Health

care West. From there, it moved to the Daughters of Charity Health System with similar demands. The union called a 12-hour strike before a contract was signed.

According to Rosselli, it had settled with every hospital and nursing home in the state excluding Sutter, with whom it has a notoriously problematic relationship.

A 60-day strike against California Pacific Medical Center transpired before a new agreement was struck. The union will now wage another one-week strike against Saint Clare Medical Center in Castro Valley.

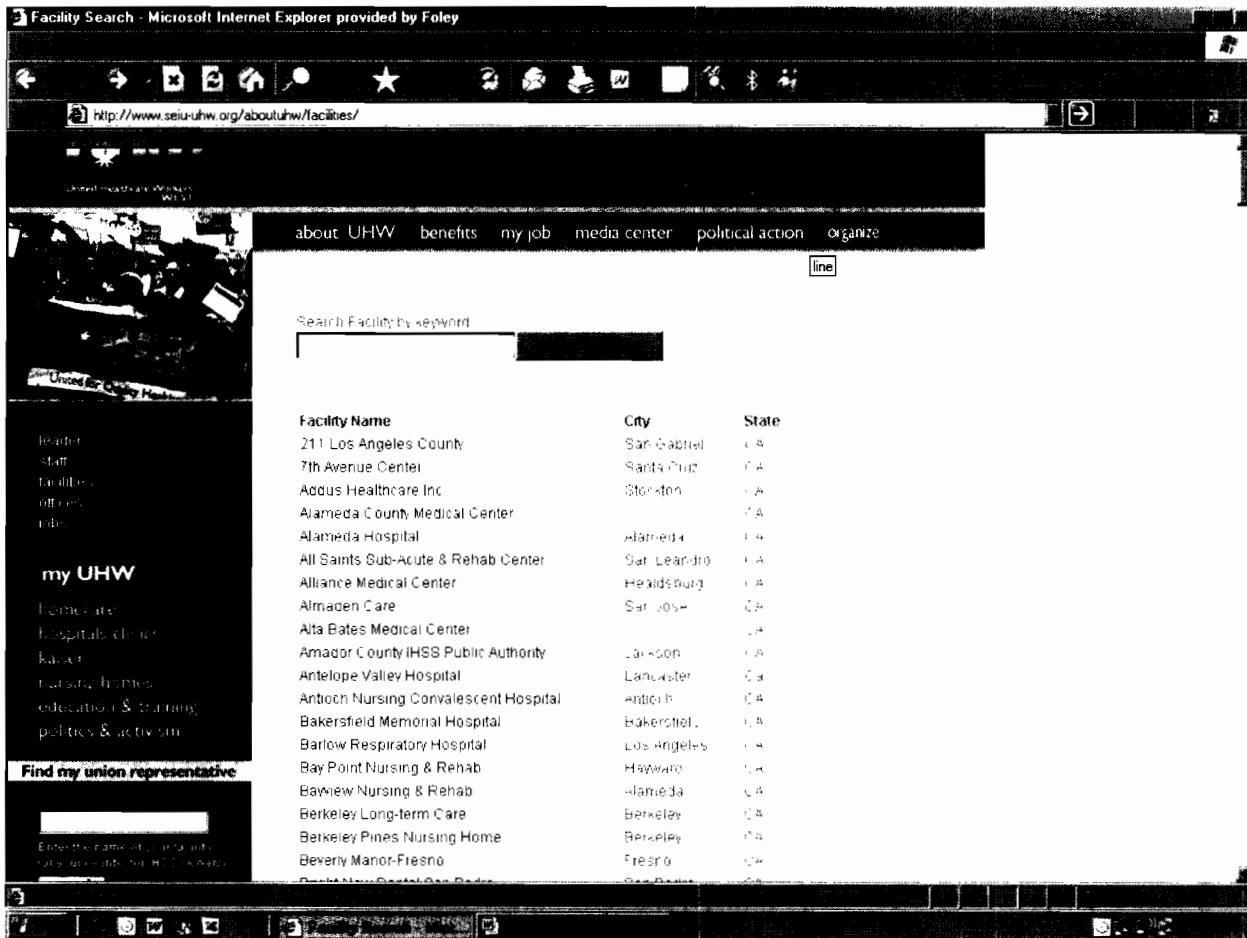
Some hospitals have already entered into early talk stages with the union. O'Connor Hospital's contract expires next April, but it is already speaking with the union to discuss wage reductions, a subject that includes streamlining the hiring and promotion process. "We're using good faith efforts to be collaborative in the interest of our employees and our patients," says spokesperson Elizabeth Nikols adding that the talks are not intended to be negative.

"In the past we've always been able to work with SEIU."

The California Nurses Association has meanwhile announced a two-day strike against 13 Sutter hospitals, including Mills Peninsula Hospital in Burlingame.

That strike, which involves 5,000 nurses and is scheduled for Oct. 12 and 13, has been called the largest nurses' strike in a decade.

BABA SOLDITCH covers health care and technology for Business Journal. You can reach her at (408) 299-1147.



Facility Search - Microsoft Internet Explorer provided by Foley

http://www.seiu-uhw.org/aboutuhw/facilities/

Sign up for updates

First Name: Last Name: Email: Clinic:

Beverly Manor-Fresno Fresno CA
 Bright Now Dental San Pedro San Pedro CA
 Bright Now Dental Wilmington Wilmington CA
 Brookside Convalescent Hospital San Mateo CA
 Brookvue Care Center San Pablo CA
 Brotnan Medical Center El Cajon CA
 Bruceville Terrace Sacramento CA
 Calaveras County IHSS Public Authority San Andreas CA
 California Convalescent San Francisco CA
 California Hospital Medical Center Los Angeles CA
 California Pacific Medical Center - California Campus San Francisco CA
 California Pacific Medical Center - Davies Campus San Francisco CA
 California Pacific Medical Center - Pacific Campus San Francisco CA
 California Pacific Medical Center - Saint Luke's Campus San Francisco CA
 Cedars Of Mann Los Angeles CA
 Cedars-Sinai Medical Center Los Angeles CA
 Centinela Freeman - Marina Campus Marina Del Rey CA
 Centinela Hospital Medical Center Inglewood CA
 Central Gardens Convalescent Hospital San Francisco CA
 Chaparral House Berkeley CA
 Children's Hospital Of Oakland San Leandro CA
 Chinese Hospital Of San Francisco San Francisco CA
 CHW Sacramento Regional Office Rancho Cordova CA
 City and County of San Francisco San Francisco CA
 City Of Hope National Medical Center Duarade CA
 Clinton Village Convalescent Hospital Oakland CA
 Clovis Convalescent Hospital Clovis CA
 Community For Jewish Living Danville CA
 Community Hospital of Huntington Park Huntington Park CA

Facility Search - Microsoft Internet Explorer provided by Foley	
Community Hospital of Huntington Park	Huntington Park CA
Community Hospital Of San Bernardino	San Bernardino CA
Contra Costa County IHSS Public Authority	Martinez CA
Convalescent Center Mission Street	San Francisco CA
Cottonwood Health Care Center	Woodland CA
Country Drive Care Center	Fremont CA
Courtyard Care Center	Hayward CA
Creekside Health Care Center	San Pablo CA
Crestwood Geriatric Treatment Center	Fremont CA
Crothall Health Care Inc	Los Angeles CA
D Goren DDS & Associates	Lakewood CA
Desert Regional Medical Center	Palm Springs CA
Diamond Ridge Health Care Center	Hemet CA
Doctors Hospital Of Manteca	Manteca CA
Doctors Medical Center Modesto	Modesto CA
Doctors Medical Center San Pablo / Pinole	San Pablo CA
Dominican Hospital	Santa Cruz CA
Dominican Oaks Assisted Living	Santa Cruz CA
Driftwood Healthcare Center	Hayward CA
Eden Medical Center	Northern Valley CA
El Camino Hospital	Mountain View CA
Emerald Gardens Nursing Center	Sacramento CA
Emmanuel Convalescent Hospital - Alameda	Alameda CA
Emmanuel Convalescent Hospital - Los Gatos	Los Gatos CA
Emmanuel Convalescent Hospital - Millbrae	Millbrae CA
Emmanuel Convalescent Hospital - San Jose	San Jose CA
Emmanuel Health Care Ctr - Yuba City	Yuba City CA
Empress Care Center	San Jose CA
Encino-Tarzana Regional Medical Center, Encino Campus	Encino CA
Encino-Tarzana Regional Medical Center, Tarzana Campus	Tarzana CA
Enloe Medical Center	Chico CA

Facility Search - Microsoft Internet Explorer provided by Foley		
Name	Phone	CA
Enloe Medical Center	(707) 524-1000	CA
Evergreen Castro Valley Care	(510) 747-1200	CA
Evergreen HC Ctrs of Vallejo - Heartwood	(707) 648-1200	CA
Evergreen HC Ctrs of Vallejo - Louisiana	(707) 648-1200	CA
Evergreen HC Ctrs of Vallejo - Springs Road	(707) 648-1200	CA
Evergreen Health and Rehab Ctr of Petaluma	(707) 778-1200	CA
Evergreen New Hope Health & Rehab	(707) 778-1200	CA
Excell Care Ctr	(510) 453-1200	CA
Fields Dental Group	(925) 453-1200	CA
Fifth Ave Health Care Center	(925) 453-1200	CA
Flornn Healthcare	(916) 453-1200	CA
Foothill Oaks Care Center	(530) 453-1200	CA
Frank Campbell DDS Inc	(626) 453-1200	CA
Fremont Health Ctr	(510) 453-1200	CA
French Hospital Medical Center	(415) 453-1200	CA
Fresno Care & Guidance Center	(559) 453-1200	CA
Fresno County IHSS Public Authority	(559) 453-1200	CA
Fruitvale Care Ctr	(510) 453-1200	CA
Garden Grove Hospital and Medical Center	(714) 453-1200	CA
Garfield Medical Center	(408) 453-1200	CA
Gateway Care & Rehab Center	(510) 453-1200	CA
Gateways Hospital & Mental Health Center	(213) 453-1200	CA
Gilroy Healthcare and Rehabilitation Center	(408) 453-1200	CA
Gladman Mental Health Rehab Center	(510) 453-1200	CA
Golden Cross Health Care Of Fresno	(559) 453-1200	CA
Golden Gate Health Care Center	(415) 453-1200	CA
Good Samaritan Hospital/Los Angeles	(213) 453-1200	CA
Good Samaritan Hospital/Mission Oaks	(408) 453-1200	CA
Grand Lake Gardens	(510) 453-1200	CA
Grant Cuesta Nursing & Rehab Center	(805) 453-1200	CA
Greater El Monte Community Hospital	(510) 453-1200	CA
Greenfield Care Center Of Fairfield	(707) 453-1200	CA
Grove Street Care Center	(415) 453-1200	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
http://www.seiu-uhw.org/aboutuhw/facilities/		
Greenfield Care Center Of Fairfield	Fairfield	CA
Grove Street Care Center	San Francisco	CA
Hacienda Care Center	Livermore	CA
Hayes Convalescent Hospital	San Francisco	CA
Hayward Convalescent Hospital	Hayward	CA
Hayward Hills Healthcare Center	Hayward	CA
Hazel Hawkins Memorial Hospital	Hollister	CA
Hemet Valley Medical Center	Hemet	CA
Heritage Convalescent Hospital	Sacramento	CA
High Street Convalescent Hospital	Pleasanton	CA
Hillside Care Center	San Rafael	CA
Hollywood Community Hospital	Hollywood	CA
Holywood Presbyterian Medical Center	Los Angeles	CA
Horizon Health & Sub-Acute Center	Fresno	CA
Insomnia Coffee Co	Roseville	CA
Institute On Aging	San Francisco	CA
Irvine Regional Hospital and Medical Center	Irvine	CA
Jewish Home of San Francisco	San Francisco	CA
John F Kennedy Memorial Hospital	Indio	CA
John Muir Medical Center - Concord	Concord	CA
Kaiser Alameda Medical Office Bldg	Alameda	CA
Kaiser Antioch	Antioch	CA
Kaiser Arden		
Kaiser Baldwin Park Medical Center and MOB Outlying Clinics	Baldwin Park	CA
Kaiser Bayhill Medical Offices	San Bruno	CA
Kaiser Bellflower Medical Center and MOB Outlying Clinics		
Kaiser Berkeley	Berkeley	CA
Kaiser Berkeley Lab	Berkeley	CA
Kaiser Campbell	Campbell	CA
Kaiser Daly City Medical Offices	Daly City	CA
Kaiser Encino	Encino	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
http://www.seiu-uhw.org/aboutuhw/facilities/		
Kaiser Campinas	Campinas	CA
Kaiser Daly City Medical Offices	Daly City	CA
Kaiser Davis	Davis	CA
Kaiser Fair Oaks		
Kaiser Fairfield	Fairfield	CA
Kaiser Folsom	Folsom	
Kaiser Fremont Medical Center & Offices	Fremont	CA
Kaiser French Campus	San Francisco	CA
Kaiser Fresno	Fresno	CA
Kaiser Gilroy Medical Offices	Gilroy	CA
Kaiser Hayward	Hayward	CA
Kaiser Lancaster Medical Offices		
Kaiser Livermore Distribution Center		
Kaiser Livermore Medical Offices	Livermore	CA
Kaiser Manteca	Manteca	
Kaiser Martinez	Martinez	CA
Kaiser Milpitas	Milpitas	CA
Kaiser Modesto		
Kaiser Mountain View	Mountain View	CA
Kaiser Napa	Napa	CA
Kaiser Novato Medical Offices	Novato	CA
Kaiser Oakland	Oakland	CA
Kaiser Orange County Facilities		
Kaiser Palmdale Medical Offices	Palmdale	CA
Kaiser Panorama City and MOB Outlying Clinics		
Kaiser Petaluma Medical Offices	Petaluma	CA
Kaiser Pleasanton Medical Offices	Pleasanton	CA
Kaiser Point West		
Kaiser Post Acute Care Center	San Leandro	CA
Kaiser Rancho Cordova	Rancho Cordova	CA
Kaiser Redwood City Medical Center & Medical Offices	Redwood City	CA
Kaiser Regional Operations		

Facility Search - Microsoft Internet Explorer provided by Foley		
Kaiser Regional Operations		
Kaiser Richmond	Richmond	CA
Kaiser Roseville		
Kaiser Sacramento	Sacramento	CA
Kaiser Sacramento Call Center	Sacramento	CA
Kaiser San Bruno Medical Offices	San Bruno	CA
Kaiser San Francisco Medical Center & Medical Offices	San Francisco	CA
Kaiser San Jose Call Center	San Jose	CA
Kaiser San Rafael Medical Center & Medical Offices	San Rafael	CA
Kaiser Santa Clara	Santa Clara	CA
Kaiser Santa Clara Medical Offices	Santa Clara	CA
Kaiser Santa Rosa	Santa Rosa	CA
Kaiser Santa Teresa Medical Center	San Jose	CA
Kaiser South Bay Medical Center and MOB Outlying Clinics		
Kaiser South Sacramento	Sacramento	CA
Kaiser South San Francisco Medical Center & Medical Offices	South San Francisco	CA
Kaiser Stockton	Stockton	CA
Kaiser Stockton Call Center		
Kaiser Sunset (Los Angeles Medical Center) and MOB Outlying Clinics	Los Angeles	CA
Kaiser Tracy Medical Offices	Tracy	CA
Kaiser Union City	Union City	CA
Kaiser Vacaville	Vacaville	CA
Kaiser Vallejo Call Center	Vallejo	CA
Kaiser Vallejo Medical Center & Medical Offices	Vallejo	CA
Kaiser Walnut Creek	Walnut Creek	CA
Kaiser West Los Angeles Medical Center and MOB Outlying Clinics	Los Angeles	CA
Kaiser Woodland Hills Medical Center	Woodland Hills	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
http://www.seiu-uhw.org/aboutuhw/facilities/		
Kaiser Woodland Hills Medical Center	Woodland Hills	CA
Katherine Healthcare Center	Suisun	CA
Kindred Hospital San Leandro	San Leandro	CA
Kyakameena Skilled Nursing Facility	Berkeley	CA
La Mariposa Care & Rehab Center	Fairfield	CA
Laguna Honda Hospital		
Lake Park Retirement Residence	Oakland	CA
Lakesnore Convalescent Hospital	Oakland	CA
Lakewood Regional Medical Center	Lakewood	CA
Laurel Heights Convalescent Hospital	San Francisco	CA
Lawton Health Care Center	San Francisco	CA
Linda Mai Care Center	Pearlita	CA
Lone Tree Convalescent Hospital	Antioch	CA
Los Alamitos Medical Center	Los Alamitos	CA
Los Angeles Gay & Lesbian Community Service Center	Los Angeles	CA
Los Robles Regional Medical Center	Thousand Oaks	CA
Mac Arthur Nursing Center	Oakland	CA
Madera County		
Magnolia Gardens Healthcare Center	Burlingame	CA
Maestic Pines Care Center	Hayward	CA
Manan Medical Center	Santa Maria	CA
Marin County IHSS Public Authority	San Rafael	CA
Mariposa County		
Mark Twain Convalescent Hospital	San Andreas	CA
Mark Twain Saint Joseph's Hospital	San Andreas	CA
Marysville Care & Rehabilitation	Marysville	CA
Matilda Brown Home	Oakland	CA
McClure Convalescent Hospital	Oakland	CA
Menifee Valley Medical Center	Sur. City	CA
Mercy General Hospital	Sacramento	CA
Merry Hospital Of Folsom	Folsom	CA
Merry Hospitals of Bakersfield	Bakersfield	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
http://www.seiu-uhw.org/aboutuhw/facilities/	[Search]	[Clear]
Mercy Hospital Of Folsom	Folsom	CA
Mercy Hospitals of Bakersfield	Bakersfield	CA
Mercy Medical Center Of Redding	Redding	CA
Mercy Medical Center Of Mt Shasta	Mount Shasta	CA
Mercy San Juan Medical Center	Alaminael	CA
Mercy Southwest Hospital	Bakersfield	CA
Methodist Hospital of Sacramento	Sacramento	CA
Millbrae Serra Convalescent Hospital	Millbrae	CA
Mission Bay Convalescent Hospital	San Francisco	CA
Mission Hospital of Huntington Park	Huntington Park	CA
Mission Neighborhood Health Clinic	San Francisco	CA
Monterey Care Center	Monterey	CA
Monterey Park Hospital	Monterey Park	CA
Monterey Pines Skilled Nursing Facility	Montere	CA
Moreno Valley Community Hospital	Moreno Valley	CA
Motion Picture & Television Fund	Woodland Hills	CA
Mt Diablo Medical Center	Diamond	CA
Nineteenth Ave Healthcare Center	San Francisco	CA
Northeast Valley Health Corp	San Fernando	CA
Northgate Care Center	San Ratae	CA
Northridge Hospital Medical Center	Northridge	CA
O'Connor Hospital	San Jose	CA
Oakland Care Center	Oakland	CA
Oakridge Care Center	Oakland	CA
Olympia Medical Center	Los Angeles	CA
Pacific Coast Care Center	Salinas	CA
Pacific Grove Convalescent Hospital	Pacific Grove	CA
Pacifica Hospital Of The Valley	Sun Valley	CA
Palm Haven Care Center	Manetka	CA
Palo Alto Nursing Center	Palo Alt	CA
Park Central Care & Rehab Center	Fremont	CA
Parkmont Care Center	Fremont	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
http://www.seiu-uhw.org/aboutuhw/facilities/		
Parkmont Care Center	Fremont	CA
Parkview Convalescent Hospital	Hayward	CA
Piedmont Gardens	Oakland	CA
Pittsburg Care Center	Pittsburg	CA
Placerville Pines	Placerville	CA
Pleasant Care Convalescent Petaluma	Petaluma	CA
Pleasant Care Rehab & Nursing Center Santa Cruz	Santa Cruz	CA
Prison Health Services	Alameda	CA
Providence Saint Joseph Medical Center	Burbank	CA
Rady Children's Hospital & Health Center	San Diego	CA
Redwoods	Mil Valley	CA
Regional Medical Center Of San Jose	San Jose	CA
Ridge Rehab, The	Saturn	CA
Riverside Community Hospital	Riverside	CA
Roger P Fieldman, Dds Inc & Assoc	Los Angeles	CA
Rounseville Care Center	Oakland	CA
Royal Oaks Convalescent Hospital	Galt	CA
Sacramento County IHSS Public Authority	Sacramento	CA
Saint Bernardine Medical Center	San Bernardino	CA
Saint Christopher Convalescent Hospital	Hayward	CA
Saint Elizabeth Community Hospital	Daly City	CA
Saint Francis Convalescent Pavilion	Daly City	CA
Saint Francis Heights Convalescent Hospital	Lynwood	CA
Saint Francis Medical Center	Saint Francis	CA
Saint Francis Memorial Hospital	Ulamarillo	CA
Saint John's Pleasant Valley Hospital	Urnard	CA
Saint John's Regional Medical Center	Estridton	CA
Saint Joseph's Behavioral Health Center	Stockton	CA
Saint Joseph's Medical Center - Stockton	Stockton	CA
Saint Louise Regional Hospital	Imperial	CA
Saint Mary Medical Center	Long Beach	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
Saint Louise Regional Hospital	Gilroy	CA
Saint Mary Medical Center	Long Beach	CA
Saint Mary's Hospital & Medical Center	San Francisco	CA
Saint Paul's Towers	Oakland	CA
Salinas Rehab & Care Center	Salinas	CA
Salinas Valley Memorial Hospital	Salinas	
San Francisco Community Conv.	San Francisco	CA
San Francisco Consortium	San Francisco	CA
San Francisco General Hospital		
San Francisco IHSS Public Authority	San Francisco	CA
San Joaquin County IHSS Public Authority	Stockton	CA
San Jose Medical Center	San Jose	CA
San Jose Medical Group	San Jose	CA
San Leandro Healthcare Center	San Leandro	CA
San Marco Nursing & Rehab Ctr	Walnut Creek	CA
San Miguel Villa	Carmel	CA
San Ramon Regional Medical Center	San Ramon	CA
Santa Cruz Healthcare Center	Santa Cruz	CA
Saylor Lane Healthcare Center	Sacramento	CA
Sequoia Hospital	Redwood City	CA
Sequoias, The	San Francisco	CA
Serra Community Medical Clinic, Inc.	Sun Valley	CA
Seton Medical Center	Daly City	CA
Seton Medical Center - Coastsde	Moss Beach	CA
Sharon Heights Care & Rehab	Menlo Park	CA
Shasta Regional Medical Center	Redding	CA
Sheffield Convalescent	San Francisco	CA
Sherwood Healthcare	Sacramento	CA
Shields Nursing Center - El Cerito	El Cerito	CA
Shields Nursing Center - Richmond	Richmond	CA
Siena Vista Regional Medical Center	San Luis Obispo	CA
Skyline Care Center	Salinas	CA
Skyline Convalescent Hospital - San Jose	San Jose	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
Skyline Care Center	Salinas	CA
Skyline Convalescent Hospital - San Jose	San Jose	CA
Sonoma County IHSS Public Authority	Santa Rosa	CA
Sonoma Healthcare Center	Sonoma	CA
Southwest Community Health Center	Santa Rosa	CA
Stanford University Medical Center		
Summit Medical Center		
Sunbridge Care Center For San Leandro	San Leandro	CA
Sunbridge Heritage Care Center	Stockton	CA
Sunnyside Convalescent Hospital	Fresno	CA
Sunrise Healthcare Center	Pleasanton	CA
Sutter Amador Hospital		
Sutter Coast Hospital	Crescent City	CA
Sutter County		
Sutter Delta Medical Center	Antioch	CA
Sutter Lakeside Hospital	Lakeport	CA
Sutter Medical Center of Santa Rosa	Santa Rosa	CA
Sutter Roseville Medical Center	Roseville	CA
Sutter Solano Medical Center	Vallejo	CA
Tiburcio Vasquez Health Center	Union City	CA
Tracy Convalescent Hospital	Tracy	CA
Tunnell Healthcare Center	San Francisco	CA
Tuolumne County		
Tuolumne County Health Care Employees	Tuolumne	CA
Twin Cities Community Hospital	Templeton	CA
University Mound Ladies Home	San Francisco	CA
University Of Southern California University Hospital	Los Angeles	CA
Vale Care Center	San Pablo	CA
Valley Care & Guidance Center	Fresno	CA
Valley Manor Rehab Center	Concord	CA
Valley Pointe Rehab / Sub-Acute	Bethel Valley	CA
Valley Skilled Nursing Center	Sacramento	CA

Facility Search - Microsoft Internet Explorer provided by Foley		
Valley Skilled Nursing Center	Rancho Cordova	CA
Victorian Healthcare Center	San Francisco	CA
Villa Fairmont Mental Health Center	San Leandro	CA
Villa Residential Care	Daly City	CA
Vintage Estates Of Hayward	Hayward	CA
Visiting Nurses Association Of Santa Cruz County	Santa Cruz	CA
Vista Manor Nursing Center	Rancho Cucamonga	CA
Washington Hospital	Fremont	CA
Watsonville Community Hospital	Watsonville	CA
Watts Healthcare Corporation	Long Beach	CA
West Hills Hospital & Medical Center	West Hills	CA
West Oakland Health Council	Oakland	CA
Western Dental		
Western Medical Center - Anaheim	Anaheim	CA
Willow Pass Healthcare Center	Brentwood	CA
Willow Tree Convalescent Hospital	Oakland	CA
Windsor Gardens Care Center of Hayward	Hayward	CA
Windsor Gardens Rehabilitation Center of Salinas	Salinas	CA
Windsor Manor Rehabilitation Center of Concord	Concord	CA
Windsor Park Care Center of Fremont	Fremont	CA
Woodland Healthcare Clinic	Woodland	CA
Woodland Hospital	Woodland	CA
Woodland Skilled Nursing Center	Woodland	CA
Woodside Nursing & Rehab	San Luis Obispo	CA
Yolo County IHSS Public Authority	Woodland	CA
Yuba City Care & Rehabilitation	Yuba City	CA
Yuba County IHSS Public Authority	Marysville	CA

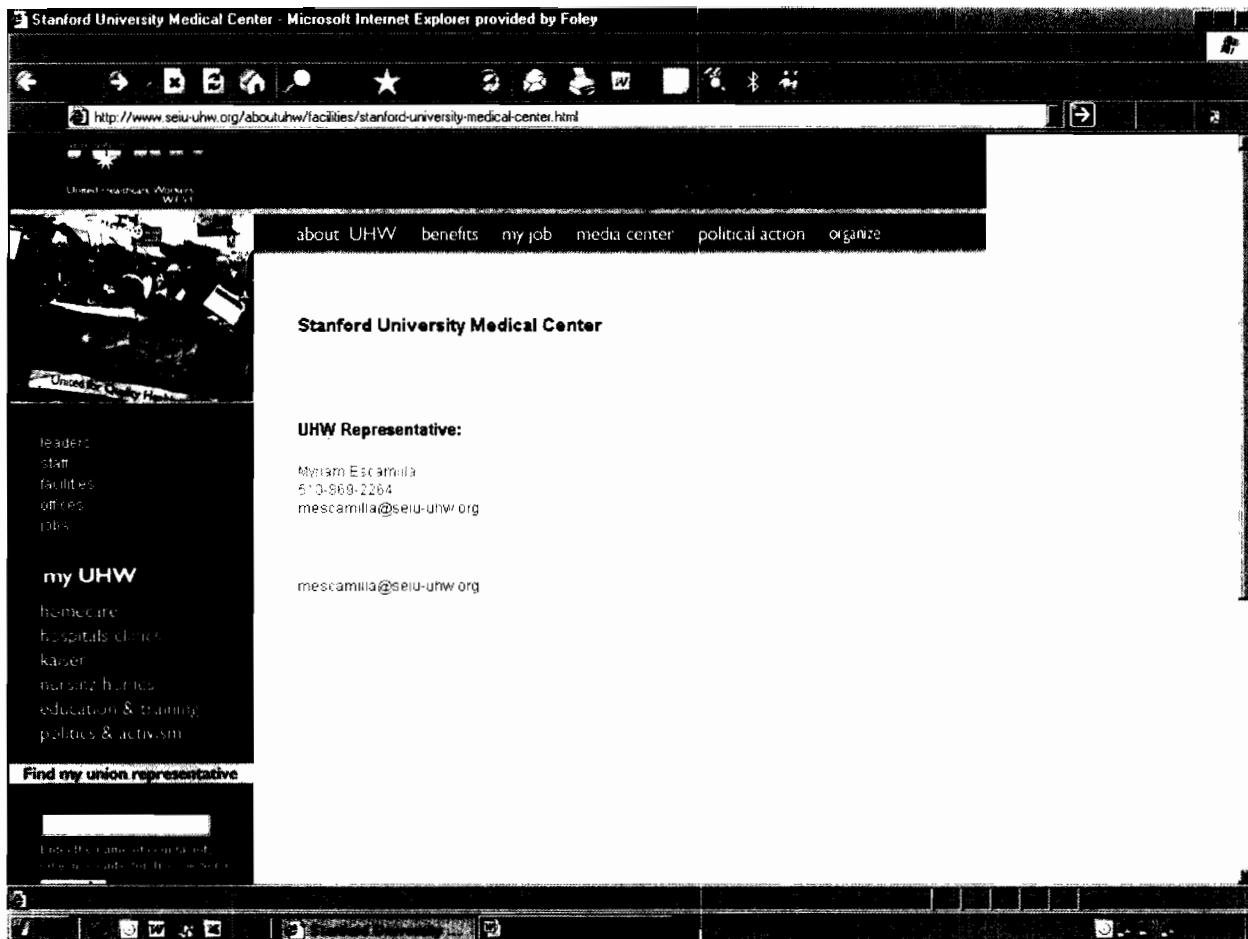
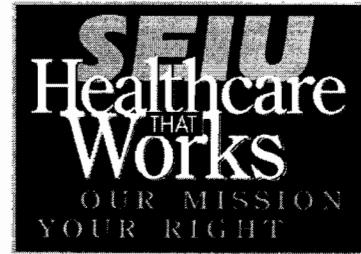


EXHIBIT D

2008 CONTRACT EXPIRATIONS



SEIU UHW-WEST HOSPITAL DIVISION

CATHOLIC HEALTHCARE WEST

FACILITY

Bakersfield Memorial Hospital
Bruceville Terrace
California Hospital Medical Center
Community Hospital Of San Bernardino
Dominican Hospital
Dominican Oaks Assisted Living
French Hospital Medical Center
Mark Twain Hospital
Marian Medical Center
Mercy General Hospital
Mercy Home Health Hospice & Lifeline
Mercy Hospital Of Folsom
Mercy Hospitals Of Bakersfield
Mercy Medical Center Of Redding
Mercy Medical Center Of Mt Shasta
Mercy San Juan Medical Center
Mercy Southwest
Methodist Hospital Of Sacramento
Northridge Hospital Medical Center
Saint Francis Memorial Hospital
Sequoia Hospital
St. Bernardine Medical Center
St. Elizabeth Community Hospital
St. John's Pleasant Valley Hospital
St. John's Regional Medical Center
St. Joseph's Behavioral Health Center
St. Joseph's Medical Center
St. Mary's Medical Center-Long Beach
St. Mary's Medical Ctr- San Francisco
Woodland Healthcare Clinic
Woodland Hospital

COMMUNITY HEALTH SYSTEMS (CHS)

FACILITY

Watsonville Community Hospital

DAUGHTERS OF CHARITY

FACILITY

O'Connor Hospital
Saint Louise Regional Hospital
Seton Medical Center
Seton Medical Center-Coastside
Saint Francis

INDEPENDENTS AND CLINICS

FACILITY

Alameda Hospital
Antelope Valley Hospital
Chinese Hospital of San Francisco
City Of Hope National Medical Center
Compass/Crothall Services Group
Compass/Morrison Mgmt Specialists
Doctors Medical Center San Pablo/Pinole
Gateways Hospital & Mental Health Ctr.
Hollywood Community Hospital
Information & Referral Fed Of LA
Los Angeles Gay & Lesbian Comm. Ctr.
Mission Neighborhood Health Clinic
Southwest Community Health Center
Stanford Univ. Med. Ctr./ Lucille Packard
Tiburcio Vasquez Health Center
Washington Hospital

HOSPITAL DIVISION

SUTTER HEALTH

FACILITY

Alta Bates Summit Medical Center (3 sites)
California Pacific Medical Center (3 sites)
Eden Medical Center
St Luke's Hospital
Sutter Amador
Sutter Delta Medical Center
Sutter Lakeside Hospital
Sutter Medical Center Of Santa Rosa
Sutter Roseville Medical Center
Sutter Solano Medical Center

NURSING HOME DIVISION

AVALON HEALTHCARE

FACILITY

Avalon Care Center Sonora
Avalon Healthcare of Chowchilla
Mark Twain Convalescent

BEVERLY

FACILITY

Beverly Healthcare Center
Beverly Living Care
Beverly Manor Fresno
Clovis Convalescent
Fresno Care & Guidance Center

COUNTY VILLA HEALTH SERVICES

FACILITY

Country Villa of San Rafael

COVENANT

FACILITY

Emerald Gardens Nursing Center
Grant Cuesta Nursing & Rehab Center
Palo Alto Nursing Center
Willow Tree Convalescent Hospital

EVA CARE GROUP

FACILITY

Empress Care Center
Greenfiled Care Center of Fairfield
Evergreen Castro Valley Care
Evergreen HC Centers of Vallejo - Heartwood
Evergreen HC Centers of Vallejo - Springs Rd
Evergreen Health & Rehab Center of Petaluma
Evergreen New Hope Health & Rehab
Katherine Healthcare Center

FORESIGHT MANAGEMENT SERVICES

FACILITY

Brookside Convalescent Hospital
McClure Convalescent Hospital
Northgate Care Center
Valley Pointe Rehab/Sub-Acute

FSC

FACILITY

Almaden Care
Creekside Health Care Center
Fremont Health Center
FSCO Driftwood Hayward

NURSING HOME DIVISION

FSC

FACILITY

FSCO Florin
FSCO Hayward Hills
FSCO Pine Ridge
Parkview Convalescent Hospital
Skyline Convalescent Hospital - San Jose
Vale Care Center

GHC

FACILITY

Vista Manor Nursing Center

HORIZON WEST

FACILITY

Foothill Oaks Care Center, Inc
Heritage Convalescent Hospital
Lakeport Skilled Nursing Center
Monterey Pines SNF
Placerville Pines
Sierra Healthcare Center

KINDRED

FACILITY

Bayview Nursing & Rehab
Fifth Ave Health Care Center
Golden Gate Health Care Center
Hacienda Care Center
Lawton Health Care Center
Magnolia Gardens Healthcare Center
Nineteenth Ave Health Care Center
Pacific Coast Care Center
Santa Cruz Health Care Center
Tunnell Healthcare Center
Victorian Health Care Center

METHODIST HOMES

FACILITY

Lake Park Retirement Residence

NORTH AMERICAN

FACILITY

Cottonwood Health Care
Linda Mar Care Center
Valley Skilled Nursing Center
Woodland Skilled
Grove Street Care Center

PARRA & PALLI

FACILITY

Marysville Care
Palm Haven
Yuba City Care

PIERCE

FACILITY

Lone Tree Convalescent Hospital

PREMA THEKKER

FACILITY

Bay Point Nursing & Rehab
Gateway Care and & Rehab Center
La Mariposa Skilled Nursing Center
Park Central Care & Rehab Center

SALLY RAPP

FACILITY

Vintage Estates Hayward

SAVA

FACILITY

Diamond Ridge Health Care Center
Excell Care Center
Fruitvale Care Center

NURSING HOME DIVISION

SUN HEALTH

FACILITY

Sunbridge Care Center - Kingsburg
Sunbridge Care Center for San Leandro
Sunbridge Heritage Care Center

TILLER

FACILITY

Berkeley Pines Convalescent
Oakridge Care Center
Pittsburg Care Center

TRINITY

FACILITY

High Street Convalescent Hospital
MacArthur Care Center

WESTLINE MEDICAL MANAGEMENT

FACILITY

Brookvue Care Center
Oakland Care Center
Rounseville Care Center
Sunrise Health Care Center

WINDSOR

FACILITY

Windsor Gardens Care Hayward
Windsor Gardens RehabCenter of Salinas
Windsor Park Care Center of Fremont
Windsor Rehabilitation Center of Concord

FACILITY

California Convalescent
Cedars of Marin
Community for Jewish Living
Hayes Convalescent
Laurel Heights
Sheffield Convalescent Hospital

St Francis Height
St Francis Pavilion
All Saints Sub-Acute & Rehab Center
Convalescent Center Mission Street
Gilroy Healthcare and Rehabilitation Center
Golden Cross Health Care of Fresno
Hayward Convalescent Hospital
Millbrae Serra Convalescent Hospital
Mission Bay Convalescent Hospital
San Marco Nursing Rehab Center
Tracy Convalescent Hospital
University Mound Ladies Home

KAISER DIVISION *

KAISER - Anaheim
KAISER - Baldwin Park
KAISER - Bellflower
KAISER - Fontana
KAISER - Fresno
KAISER - San Francisco
KAISER - Harbor City
KAISER - Hayward
KAISER - Oakland
KAISER - Panorama City
KAISER - Redwood City
KAISER - Riverside
KAISER - Sacramento
KAISER - San Diego
KAISER - San Rafael
KAISER - Santa Clara
KAISER - Santa Rosa
KAISER - Santa Teresa
KAISER - South Sacramento
KAISER - South San Francisco
KAISER - Los Angeles Med Ctr.
KAISER - Walnut Creek
KAISER - West Los Angeles
KAISER - Woodland Hills
KAISER - Vallejo
KAISER - Manteca

* Includes clinics

**SEIU LOCAL 1199NW
WASHINGTON**

FACILITY

Aramark - EHS Deaconess/Valley Health
DSHS/DOH
EHS - Deaconess/Valley Health
Enumclaw Community Hospital
Good Samaritan Hospital
Group Health Cooperative
Harborview Medical Center
Highline Medical Center
Providence Centralia
Regional Hospital
Skagit Valley Hospital
St. Clare Hospital
St. Joseph Medical Center
Stevens Hospital
Swedish Medical Center
Toppenish Community Hospital
United General
Valley General
Valley Medical Center
Yakima Regional Medical Center

**SEIU LOCAL 121RN
CALIFORNIA**

CATHOLIC HEALTHCARE WEST

FACILITY

Northridge Hospital Medical Center
St. John's Pleasant Valley Hospital
St. John's Regional Medical Center

**SEIU LOCAL 49
OREGON**

FACILITY

Legacy Emanuel Hospital
Columbia Memorial Hospital

**SEIU LOCAL 1199NE
CONNECTICUT**

FACILITY

Bridgeport Manor/HC
Bridgeport City Nurses
Statford School Nurses
Stamford Hospital

**SEIU LOCAL 113
MINNESOTA**

FACILITY

Allina
Children's Health Care
Fairview
HealthEast
HealthPartners
Methodist
North Memorial

**SEIU LOCAL 1107
NEVADA**

CATHOLIC HEALTHCARE WEST

FACILITY

St. Rose Dominican Hospital (3 sites)

EXHIBIT E

The News

6 THE BUSINESS JOURNAL (Silicon Valley/San Jose)

sanjose.bizjournals.com

SEIU targets 2008 contracts with hospitals, nursing homes

BY SARA SOLOVITCH
ssolovitch@bizjournals.com

SEIU United Healthcare Workers-West is gearing up for a slew of bargaining talks in California and other western states, culminating in what union leaders describe as the nation's single largest coordinated campaign in health care.

More than 200 contracts with hospitals and nursing homes across California are due to expire within a three-month period in 2008 and United Healthcare Workers will be negotiating all of them.

"We have worked 10 years to get to this point, to get the contracts lined up this way," says John Borsos, vice president of the local that represents 150,000 workers, from licensed vocational nurses and pharmacists to certified nursing assistants, homecare workers and clerical staff.

"It allows us to have an industrial approach," he continues. "Instead of bargaining one hospital, one system at a time, it allows us to talk about issues."

The union accomplished this feat in a number of ways. In some cases, it negotiated short-term contracts. In other cases, long-term contracts. In still others, it bided its time and allowed contracts to lapse over periods of months.

Recently, it brought together 2,000 leaders from hospitals and nursing facilities locals across six states for its annual conference in San Jose. Union representatives met in small groups, laying the groundwork for the upcoming negotiations — most of them scheduled for May, June and July — with 100 hospitals and 100 nursing homes.

Though United Healthcare Workers says it is still developing a plan of action, the issues this time around are

threefold: wages and benefits; worker training and education; a growing voice in patient care decisions.

Tying together all three, says Borsos, is the "fundamental belief that no matter where you do the work, you should get the same pay."

By lining up all these separate contract negotiations, the union has succeeded not only in increasing its own power, according to UHW Local President Sal Rosseli; it has also strengthened its ability to involve government and community organizations, as well as attract more media attention.

Rosseli says he anticipates positive talks with Kaiser Permanente. United Healthcare Workers is a member of the health giant's Labor Management Partnership and describes the relationship as "open and collaborative."

Not so its relations with either Stanford Hospital & Clinics or Sutter Health Network.

Rosseli says that both systems are "resistant to giving caregivers a voice. They have been the ones that are most resistant to training and upgrade programs."

"Stanford," he continues, "is extremely adversarial, extremely anti-union, extremely rich and extremely arrogant. Their attitude is 'We don't need to hear what healthcare providers want. Just do it our way.'"

Stanford did not respond to Rosseli's comments in time for this article. The union's strategy proved itself successful in 2004, when 70 of its contracts expired within a short time.

United Healthcare Workers began negotiations by settling a master statewide contract with Catholic Health-

care West. From there, it moved to the Daughters of Charity Health System with similar demands. The union called a 12-hour strike before a contract was signed.

Soon, says Rosseli, it had settled with every hospital and nursing home in the state excluding Sutter, with whom it has a notoriously problematic relationship.

A 60-day strike against California Pacific Medical Center transpired before an agreement was struck. The union went on to wage another one-week strike against Sutter's Eden Medical Center in Castro Valley.

Some hospitals have already entered into early talk stages with the union. O'Connor Hospital's contract expires next April, but it is already meeting with the union to discuss streamlining the patient registration process. "We're using good faith efforts to be collaborative in the interest of our employees and our patients," says spokesperson Elizabeth Nikels, adding that the talks are not intended as active negotiation.

"In the past we've always been able to work with SEIU."

The California Nurses Association has meanwhile announced a two-day strike against 13 Sutter hospitals, including Mills-Peninsula Hospital in Burlingame.

That strike, which involves 5,000 nurses and is scheduled for Oct. 10 and 11, has been called the largest nurses' strike in a decade.

SARA SOLOVITCH covers health care and biotech for the Business Journal. You can reach her at (408) 289-1841.

SEIU targets 2008 contracts with hospitals, nursing homes

"We have worked 10 years to get to this point, to get the contracts lined up this way," says John Borsos, vice president of the local that represents 150,000 workers, from licensed vocational nurses and pharmacists to certified nursing assistants, homecare workers and clerical staff.

Tying together all three, says Borsos, is the "fundamental belief that no matter where you do the work, you should get the same pay."

By lining up all these separate contract negotiations, the union has succeeded not only in increasing its own power, according to UHW Local President Sal Rosseli; it has also strengthened its ability to involve government and community organizations, as well as attract more media attention.

Rosseli says he anticipates positive talks with Kaiser Permanente. United Healthcare Workers is a member of the health giant's Labor Management Partnership and describes the relationship as "open and collaborative."

Not so its relations with either Stanford Hospital & Clinics or Sutter Health Network.

Rosseli says that both systems are "resistant to giving caregivers a voice. They have been the ones that are most resistant to training and upgrade programs."

"Stanford," he continues, "is extremely adversarial, extremely anti-union, extremely rich and extremely arrogant. Their attitude is 'We don't need to hear what healthcare providers want. Just do it our way.'"

Stanford did not respond to Rosseli's comments in time for this article. The union's strategy proved itself successful in 2004, when 70 of its contracts expired within a short time.

United Healthcare Workers began negotiations by settling a master statewide contract with Catholic Health-

OCTOBER 5, 2007

EXHIBIT F

SEIU Local 521 - United for Quality Jobs and Quality Public Services - Microsoft Internet Explorer provided by Foley

http://www.seiu521.org/

SEIU Local 521

United for Quality Jobs and Quality Public Services

Home My Employer/Chapter For Members Your Rights Politics/COPE Press Room

» Calendar
» Get Involved/Join Up!
» New Organizing
» About Us/Contact Us
» Careers

SEIU Local 521
United for Quality Jobs and Quality Public Services
2008-2009

ORGANIZE!
APALA Organizing Training
May 2-4, 2008 in LA

SEIU International Convention Elections

The results are in!
[View the SEIU Convention Delegate Vote Results](#)

Thirty-one members of SEIU Local 521 were elected recently to be a delegate to the SEIU International Convention in San Juan, Puerto Rico May 30 through June 4, 2008.

Members from more than 35 chapters and all industries voted in the election which was held in 12 locations over a span of 11 days.

» Read more

SEIUfactchecker.org
In a democratic union, debate depends on having the facts

SEIU

Executive Board Budget & Actions

Become a Steward

SFCA_1329121.1

Executive Board Budget & Actions - Microsoft Internet Explorer provided by Foley

http://www.seiu521.org/Executive_Board_Budget__Actions.aspx

GO

SEIU Local 521

United for Quality Jobs and Quality Public Services

SEIU

Home My Employer/Chapter For Members Your Rights Politics/COPE Press Room

> Calendar
> Get Involved/Join Up!
> New Organizing
> About Us/Contact Us
> Careers

[Back to Home](#)

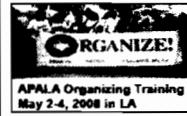
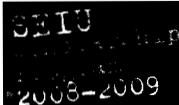
Executive Board Budget & Actions

2008 Meeting Calendar

The following Executive Board meetings will all be via video conference at San Jose, Bakersfield and Fresno and will start at 6:00 PM:

- Thursday, February 14, 2008
- Thursday, March 27, 2008
- Thursday, April 24, 2008
- Thursday, May 22, 2008
- Tuesday, June 10, 2008
- Thursday, July 17, 2008
- Thursday, September 11, 2008
- Thursday, October 23, 2008

Please RSVP to Kelly West: (408) 678-2000 x2047



Executive Board Budget & Actions - Microsoft Internet Explorer provided by Foley

Please RSVP to Kelly West: (408) 678-3300 x3047

Convention Elections Committee:

Elections from Saturday, March 8 through March 18 in various locations.
All members of SEIU Local 521 who have been members of Local 521 and one other union of SEIU Local Union 521 since Feb. 15, 2000 and a total of three years, are eligible to be nominated and elected to be delegate to the April 19-20, 2008 International Convention, April 21-22, 2008. **Nominations have been received and now, it's time to elect your delegates!**

[Click here for dates, times, and locations.](#)

Local 521 Budget:

- [Budget for year 2007](#)
- [2008 Budget Assumptions](#)
- [2008 Budget dues Receipt](#)
- [Budget for year 2008](#)

Executive Board Minutes:

- [April 24, 2007](#)
- [May 1, 2007](#)
- [May 25, 2007](#)
- [June 23, 2007](#)
- [July 24, 2007](#)
- [August 25, 2007](#)
- [September 26, 2007](#)
- [October 23, 2007](#)

Executive Board Budget & Actions - Microsoft Internet Explorer provided by Foley

http://www.seiu521.org/Executive_Board_Budget__Actions.aspx

- [October 27, 2007](#)
- [November 17, 2007](#)
- [January 17, 2008](#)

Income Reports:

Bank Balance:

- [August 2007](#)
- [September 2007](#)
- [November 2007](#)
- [December 2007](#)
- [January 2008](#)

Dues Receipts:

- [Year 2007](#)
- [January 2008](#)

General Income:

- [May 2007](#)
- [June 2007](#)
- [August 2007](#)
- [September 2007](#)
- [November 2007](#)
- [January 2008](#)

Organizing Income:

Executive Board Budget & Actions - Microsoft Internet Explorer provided by Foley

http://www.seiu521.org/Executive_Board_Budget__Actions.aspx

Organizing Income:

- June 2007
- August 2007
- September 2007
- November 2007

Per Capita Tax Count Report:

- Year 2007
- January 2008

[Read Local 521's Charter](#)

[Provisional Bylaws for Local 521](#)

**Executive Board Members
(As of March 1, 2008)**

Secretary-Treasurer (At-Large)



Lili Aguirre
(At-Large)

President
Treasurer



President
Treasurer

Prov RepCo
(At-Large)



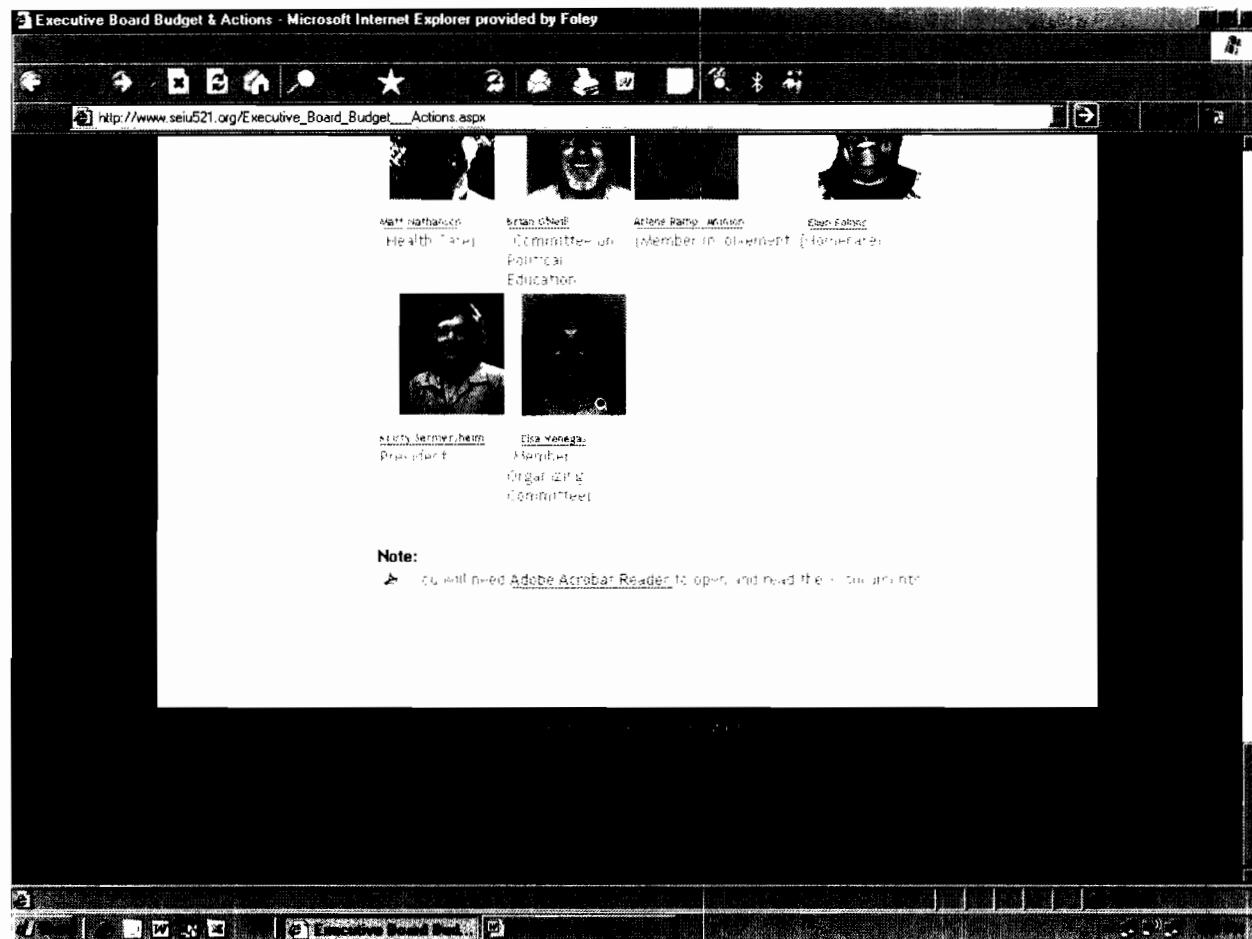
Prov RepCo
(At-Large)

Dean-Director
(At-Large)



Dean-Director
(At-Large)





http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7984333/PAGE.htm

100% Sign Find

SEIU Local 521

Bank Balance on Saving and Investment accounts

as of August 31, 2007

ITEMS	GL=	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 8 31 07
1	NA	LEGAL DEFENSE FUND	NA	521	56,250.00
2	NA	CAPITAL RESERVE	NA	521	43,343.92
3	NA	CLARENCE DODGE SCHOLARSHIP	NA	521	21,701.97
4	1017	BUILDING FUND	Commonwealth Credit Union	715	114,169.00
5	1013	CAPITAL RESERVE	Citizens Funds	715	273,997.89
6	1019	CONTINGENCY FUND	Commonwealth Credit Union	715	80,447.40
7	1011	SANTA CLARA COUNTY CHAPTER FUND	Santa Clara Credit Union	715	15,326.83
8	NA	RETIREE BENEFIT TRUST	NA	715	167,478.58
9	1000	STRIKE FUND	Bank of The West	715	250,000.00
10	1006	STRIKE FUND	Citizens Funds	715	141,155.42
11	1018	STRIKE FUND	Commonwealth Credit Union	715	556,749.24
12	NA	STRIKE FUND	NA	521	112,500.00
13	NA	STRIKE FUND	Bay Federal	415	111,184.81
14	NA	STRIKE FUND as of 7 31 07	♂ INTERNATIONAL	521	92,443.20
15	Reserve #1		Union Bank of California	817	94,846.53
16	Reserve #2		Union Bank of California	817	471,320.79
17	Reserve #2		Smith Barney	817	82,092.37
Total reserve					\$ 2,685,007.95
18	NA	STRIKE FUND as of 7 31 07	♂ INTERNATIONAL	715	402,140.84
19	NA	STRIKE FUND as of 7 31 07	♂ INTERNATIONAL	115	07,001.98
11.00 x 8.50 in					

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e- - Microsoft Internet Explorer p

11	1018	STRIKE FUND	Commonwealth Credit Union	715	326,749.24
12	NA	STRIKE FUND	NA	521	112,500.00
13	NA	STRIKE FUND	Bay Federal	415	111,184.81
14	NA	STRIKE FUND as of 7 31 07	â INTERNATIONAL	521	92,443.20
15		Reserve #1	Union Bank of California	817	94,846.53
16		Reserve #2	Union Bank of California	817	471,320.79
17		Reserve #2	Smith Barney	817	82,092.37
		Total reserve			\$ 2,685,007.95
18	NA	STRIKE FUND as of 7 31 07	â INTERNATIONAL	715	402,140.84
19	NA	STRIKE FUND as of 3 31 07	â INTERNATIONAL	415	27,991.88
20	NA	STRIKE FUND as of 2 28 07	â INTERNATIONAL	817	46,016.80
21	NA	STRIKE FUND as of 3 31 07	â INTERNATIONAL	700	69,098.31
					\$ 545,247.83
22		PAC - Candidates	US Bank - Olson	521	29,246.00
23		PAC - Issues	US Bank - Olson	521	2,003.00
24		PAC - Independent Expenditure	US Bank - Olson	521	-
25		PAC - Candidates	US Bank - Olson	715	3,089.44
26		PAC - Issues	US Bank - Olson	715	58.47
27		PAC - Candidates	Union Bank of California	817	12,979.58
28		PAC - Issues	Union Bank of California	817	5,338.43
29		Reserve =1	Morgan Stanley	700	133,318.16 *
30	1003	AGENCY FEE	Bank of The West	521	134,234.15
31	1002	ORGANIZING FUND	Bank of The West	521	1,232,704.98
* - bank statement balance as of June 30, 2007.					
G:\Finance\Monthend\2007\bANKBALBOARD2007 083107 9/26/2007 1					

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer 6

1 / 1 79.4% Sign Find

SEIU Local 521
Bank Balance on Saving and Investment accounts
as of September 30 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 9 30 07
1	NA	LEGAL DEFENSE FUND	NA	521	65,625.00
2	NA	CAPITAL RESERVE	NA	521	44,343.92
3	NA	CLARENCE DODGE SCHOLARSHIP	NA	521	23,201.97
4	1013	BUILDING FUND	Commonwealth Credit Union	715	114,206.54
5	1013	CAPITAL RESERVE	Citizens Funds	715	274,988.66
6	1013	CONTINGENCY FUND	Commonwealth Credit Union	715	80,447.40
7	1011	SANTA CLARA COUNTY CHAPTER FUND	Santa Clara Credit Union	715	15,326.83
8	NA	RETIREE BENEFIT TRUST	NA	715	172,878.58
9	1000	STRIKE FUND	Bank of The West	715	250,000.00
10	1000	STRIKE FUND	Citizens Funds	715	141,665.84
11	1018	STRIKE FUND	Commonwealth Credit Union	715	558,703.20
12	NA	STRIKE FUND	NA	521	131,250.00
13	NA	STRIKE FUND	Bay Federal	415	111,545.58
14	NA	STRIKE FUND as of 9 30 07	u INTERNATIONAL	521	136,444.40
15		Reserve #1	Union Bank of California	817	94,846.53
16		Reserve #2	Union Bank of California	817	471,320.79
17		Reserve #3	Smith Barney	817	82,092.37
Total reserve					\$ 2,773,887.61
18	NA	STRIKE FUND as of 7 31 07	u INTERNATIONAL	715	402,140.84
19	NA	STRIKE FUND as of 3 31 07	u INTERNATIONAL	415	27,991.88
20	NA	STRIKE FUND as of 1 28 07	u INTERNATIONAL	817	46,016.80
21	NA	STRIKE FUND as of 3 31 07	u INTERNATIONAL	700	69,098.31
					\$ 545,247.83
22		PAC - Candidates	US Bank - Olson	521	36,947.25
23		PAC - Issues	US Bank - Olson	521	3.70
24		PAC - Independent Expenditure	US Bank - Olson	521	4,908.61

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer 8

4	1017	BUILDING FUND	Commonwealth Credit Union	715 114,206.54
5	1013	CAPITAL RESERVE	Citizens Funds	715 274,988.66
6	1019	CONTINGENCY FUND	Commonwealth Credit Union	715 80,447.40
7	1011	SANTA CLARA COUNTY CHAPTER FUND	Santa Clara Credit Union	715 15,326.83
8	NA	RETIREE BENEFIT TRUST	NA	715 177,878.58
9	1000	STRIKE FUND	Bank of The West	715 250,000.00
10	1006	STRIKE FUND	Citizens Funds	715 141,665.84
11	1018	STRIKE FUND	Commonwealth Credit Union	715 558,703.20
12	NA	STRIKE FUND	NA	521 131,250.00
13	NA	STRIKE FUND	Bay Federal	415 111,545.58
14	NA	STRIKE FUND as of 9 30 07	u INTERNATIONAL	521 136,444.40
15		Reserve #1	Union Bank of California	\$17 94,846.53
16		Reserve #2	Union Bank of California	\$17 471,320.79
17		Reserve #3	Smith Barney	\$17 82,092.37
Total reserve				\$ 2,773,887.61
18	NA	STRIKE FUND as of 7 31 07	u INTERNATIONAL	715 402,140.84
19	NA	STRIKE FUND as of 3 31 07	u INTERNATIONAL	415 37,991.88
20	NA	STRIKE FUND as of 2 28 07	u INTERNATIONAL	\$17 46,016.80
21	NA	STRIKE FUND as of 3 31 07	u INTERNATIONAL	700 69,098.31
				\$ 545,247.83
22		PAC - Candidates	US Bank - Olson	521 36,947.25
23		PAC - Issues	US Bank - Olson	521 3.70
24		PAC - Independent Expenditure	US Bank - Olson	521 4,908.61
25		PAC - Candidates	US Bank - Olson	715 closed
26		PAC - Issues	US Bank - Olson	715 closed
27		PAC - Candidates	Union Bank of California	\$17 12,979.58
28		PAC - Issues	Union Bank of California	\$17 5,338.43
29		Reserve #1	Morgan Stanley	700 133,318.6
30	1003	AGENCY FEE	Bank of The West	521 145,759.38
31	1002	ORGANIZING FUND	Bank of The West	521 1,919,569.76
* - bank statement balance as of June 30, 2007.				

G:\Finance\Monthend\2007\BAK-BALBOARD\2007\063007\10123\2007\6-19 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-- Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/a0cid633-d497-416c-8b

1 / 1 Sign Find

SEIU Local 521
Bank Balance on Saving and Investment accounts
as of November 30, 2007

ITEMS	GL#	ACCOUNT NAME	BANK	Local	ENDING BALANCE as of 11 30 07
1	1005	CONTINGENCY FUND	Bank of The West	521	\$ 80,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	198,747.60
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	20,301.97
4	2182	CAPITAL RESERVE	NA	521	321,617.00
5	2183	LEGAL DEFENSE FUND	NA	521	226,178.30
6	2184	BUILDING FUND	NA	521	115,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,326.83
8	1000	STRIKE FUND	Bank of The West	521	\$50,000.00
9	1006	STRIKE FUND	Bank of The West	521	558,006.09
10	2185	STRIKE FUND	NA	521	559,747.00
11	NA	STRIKE FUND as of 10 31 07	a INTERNATIONAL	521	158,643.26 ..
12	NA	STRIKE FUND	Bay Federal	415	111,901.39 ..
13	Reserve #1		Union Bank of California	817	95,333.90 ..
14	Reserve #2		Union Bank of California	817	473,842.81 ..
15	Reserve #2		Smith Barney	817	83,093.78 ..
Total reserve					\$ 3,266,736.97
16	NA	STRIKE FUND as of 7 31 07	a INTERNATIONAL	715	402,140.84
17	NA	STRIKE FUND as of 3 31 07	a INTERNATIONAL	415	27,991.88
18	NA	STRIKE FUND as of 1 28 07	a INTERNATIONAL	817	46,016.80
19	NA	STRIKE FUND as of 3 31 07	a INTERNATIONAL	730	69,098.31
					\$ 545,247.83
20	PAC - Candidates	US Bank - Olson	521	22,244.25 ..	
21	PAC - Issues	US Bank - Olson	521	2,050.70 ..	
22	PAC - Independent Expenditure	US Bank - Olson	521	24,763.16 ..	
23	PAC - Other	US Bank - Olson	817	15,000.00 ..	

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e- - Microsoft Internet Explorer

1 / 1 Sign Find

2180	RETIREE BENEFIT TRUST	NA	\$21	198,747.60
2181	CLARENCE DODGE SCHOLARSHIP	NA	\$21	30,301.97
2182	CAPITAL RESERVE	NA	\$21	321,617.00
2183	LEGAL DEFENSE FUND	NA	\$21	226,178.00
2184	BUILDING FUND	NA	\$21	113,650.00
2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	\$21	15,326.83
81000	STRIKE FUND	Bank of The West	\$21	250,000.00
91006	STRIKE FUND	Bank of The West	\$21	558,006.09
10185	STRIKE FUND	NA	\$21	559,747.00
11	NA STRIKE FUND as of 10/31/07	a INTERNATIONAL	\$21	158,643.30 **
12	NA STRIKE FUND	Bay Federal	415	111,901.39
13	Reserve #1	Union Bank of California	817	95,333.90
14	Reserve #2	Union Bank of California	817	473,842.81
15	Reserve #2	Smith Barney	817	83,093.78 **
Total reserve				\$ 3,266,736.97
16	NA STRIKE FUND as of 7/31/07	a INTERNATIONAL	715	402,140.84
17	NA STRIKE FUND as of 3/31/07	a INTERNATIONAL	415	27,691.88
18	NA STRIKE FUND as of 2/28/07	a INTERNATIONAL	817	46,016.80
19	NA STRIKE FUND as of 3/31/07	a INTERNATIONAL	700	69,098.31
				\$ 545,247.83
20	PAC - Candidates	US Bank - Olson	\$21	22,244.25 **
21	PAC - Issues	US Bank - Olson	\$21	2,050.70 **
22	PAC - Independent Expenditure	US Bank - Olson	\$21	34,765.16 **
23	PAC - Candidates	Union Bank of California	817	12,961.58
24	PAC - Issues	Union Bank of California	817	3,323.43
25	Reserve #1	Morgan Stanley	700	119,856.50
26	1003 AGENCY FEE	Bank of The West	\$21	168,283.00
27	1002 ORGANIZING FUND	Bank of The West	\$21	1,935,177.04

** Balance as of 10/31/2007

G:\Finance\Monthend2007\BAK\BALBOARD2007 **3307 10-10-2007 6:59 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer

1 / 1 Back Stop Find Sign

79.4% 11:15 AM

SEIU Local 521
Bank Balance on Saving and Investment accounts
as of December 31st, 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 12/31/07
1	1005	CONTINGENCY FUND	Bank of The West	521	\$8,447.46
2	2180	RETIREE BENEFIT TRUST	NA	521	209,147.00
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	21,702.00
4	2182	CAPITAL RESERVE	NA	521	322,617.00
5	2183	LEGAL DEFENSE FUND	NA	521	235,553.00
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,326.83
8	1000	STRIKE FUND	Bank of The West	521	250,000.00
9	1006	STRIKE FUND	Bank of The West	521	561,206.25
10	2185	STRIKE FUND	NA	521	559,747.00
11	NA	STRIKE FUND as of 11/30/07	a INTERNATIONAL	521	180,814.40
12	NA	STRIKE FUND	Bay Federal	415	112,246.81
13	Reserve #1		Union Bank of California	817	95,424.91
14	Reserve #2		Union Bank of California	817	474,315.34
15	Reserve #2		Smith Barney	817	83,093.78 **
Total reserve					\$ 3,315,291.72
16	NA	STRIKE FUND as of 12/31/07	a INTERNATIONAL	715	NA
17	NA	STRIKE FUND as of 3/31/07	a INTERNATIONAL	415	27,991.88
18	NA	STRIKE FUND as of 2/28/07	a INTERNATIONAL	817	46,016.80
19	NA	STRIKE FUND as of 3/31/07	a INTERNATIONAL	730	69,098.31
					\$ 143,106.99
20		PAC - Candidates	US Bank - Olson	521	23,999.40
21		PAC - Issues	US Bank - Olson	521	6,105.85
22		PAC - Independent Expenditure	US Bank - Olson	521	24,763.16
23		PAC - Other	US Bank - Olson	521	1,200.00

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfaSe - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/4f63322-8831-4d77-9af

1	/1	1	Sign	Find
79.4%				
2180	RETIREE BENEFIT TRUST	NA	\$21	209,147.00
2181	CLARENCE DODGE SCHOLARSHIP	NA	\$21	21,702.00
2182	CAPITAL RESERVE	NA	\$21	322,617.00
2183	LEGAL DEFENSE FUND	NA	\$21	235,553.00
2184	BUILDING FUND	NA	\$21	113,659.00
2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	\$21	15,326.83
8 1000	STRIKE FUND	Bank of The West	\$21	250,000.00
9 1000	STRIKE FUND	Bank of The West	\$21	561,206.25
10 2185	STRIKE FUND	NA	\$21	559,747.00
11 NA	STRIKE FUND as of 11 30 07	INTERNATIONAL	\$21	130,814.40
12 NA	STRIKE FUND	Bay Federal	415	112,246.81
13 Reserve #1		Union Bank of California	\$17	95,424.91
14 Reserve #2		Union Bank of California	\$17	474,315.34
15 Reserve #3		Smith Barney	\$17	83,093.78 **
Total reserve				\$ 3,315,291.72
16 NA	STRIKE FUND as of 12 31 07	INTERNATIONAL	715	NA
17 NA	STRIKE FUND as of 3 31 07	INTERNATIONAL	415	27,991.88
18 NA	STRIKE FUND as of 2 28 07	INTERNATIONAL	817	46,016.80
19 NA	STRIKE FUND as of 3 31 07	INTERNATIONAL	730	69,098.31
				\$ 143,106.99
20	PAC - Candidates	US Bank - Olson	\$21	24,999.30
21	PAC - Issues	US Bank - Olson	\$21	6,105.85
22	PAC - Independent Expenditure	US Bank - Olson	\$21	24,763.16
23	PAC - Candidates	Union Bank of California	\$17	12,958.58
24	PAC - Issues	Union Bank of California	\$17	5,320.43
25	Reserve #1	Morgan Stanley	700	27,580.77
26 1003	AGENCY FEE	Bank of The West	\$21	180,263.26
27 1003	ORGANIZING FUND	Bank of The West	\$21	1,945,590.56

G:\Finance\Monthend\2007\BANKBALBOARD2007\123107\1162008 9:58 PM

11.00 x 8.50 in

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c7964333/546bfa9e-94e2-4951-9d30-54cc81f55e47/15679b91-9eb7-4961-a2e5-7c8

SEIU Local 521
 Bank Balance on Saving and Investment accounts
 as of Jan. 31st, 2008

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 1/31/2008
1	1005	CONTINGENCY FUND	Bank of The West	521	\$ 80,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	218,547.60
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	32,951.97
4	2182	CAPITAL RESERVE	NA	521	273,617.70
5	2183	LEGAL DEFENSE FUND	NA	521	195,307.00
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,076.83
8	1004	STRIKE FUND	Bank of The West	521	250,000.00
9	1005	STRIKE FUND	Bank of The West	521	562,653.28
10	2185	STRIKE FUND	NA	521	765,503.70
11	NA	STRIKE FUND as of 11/30/07	a INTERNATIONAL	521	180,814.46
12	NA	STRIKE FUND	Bay Federal	415	112,853.46
13	Reserve #1		Union Bank of California	817	95,509.77
14	Reserve #2		Union Bank of California	817	474,757.28
15	Reserve #3		Smith Barney	817	85,093.78 **
Total reserve					\$ 3,442,784.17
16	PAC - Candidates	US Bank - Olson	521	18,999.40	
17	PAC - Issues	US Bank - Olson	521	6,105.85	
18	PAC - Independent Expenditure	US Bank - Olson	521	24,763.16	
19	PAC - Candidates	Union Bank of California	817	12,955.58	
20	PAC - Issues	Union Bank of California	817	5,317.47	

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4 Microsoft Internet Explorer 6

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4951-9d30-54cc81f55e47/15679b91-9eb7-4981-a2e5-7c8

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 1/31/2008
1	1003	CONTINGENCY FUND	Bank of The West	521	\$8,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	218,547.60
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	22,951.97
4	2182	CAPITAL RESERVE	NA	521	273,617.70
5	2183	LEGAL DEFENSE FUND	NA	521	195,307.30
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,076.83
8	1000	STRIKE FUND	Bank of The West	521	250,000.00
9	1006	STRIKE FUND	Bank of The West	521	562,653.28
10	2185	STRIKE FUND	NA	521	763,503.70
11	NA	STRIKE FUND as of 11/30/07	INTERNATIONAL	521	180,814.40
12	NA	STRIKE FUND	Bay Federal	415	112,853.46
13	Reserve #1		Union Bank of California	817	95,509.77
14	Reserve #2		Union Bank of California	817	474,757.28
15	Reserve #3		Smith Barney	817	83,093.78
Total reserve					\$ 3,442,784.17
16	PAC - Candidates	US Bank - Olson	521	18,999.40	
17	PAC - Issues	US Bank - Olson	521	6,105.83	
18	PAC - Independent Expenditure	US Bank - Olson	521	24,763.16	
19	PAC - Candidates	Union Bank of California	817	12,955.58	
20	PAC - Issues	Union Bank of California	817	5,317.47	
21	Reserve #1	Morgan Stanley	700	27,580.77	
22	1003	AGENCY FEE	Bank of The West	521	225,022.31
23	1002	ORGANIZING FUND	Bank of The West	521	1,188,135.42

G:\Finance\Monthend\2008\BANK\BALBOARD2008.C13\09.2.27.2008 10 PM

11.00 x 8.50 in

SEIU Local 521 Dues Receipts of the year of 2007											
	A	B	C	D	E	F	G	H	I	J	L
	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007	
2 Dues Receipts											
3 Counties											
4 Dues - Santa Clara County	470,448	524,339	787,487	526,439	528,349	531,773	529,842	799,449	534,889	5,233,084	
5 Dues - San Mateo County	119,751	74,084	73,818	80,835	74,392	74,173	112,154	75,557	77,623	762,287	
6 Dues - Kern County	259,178	172,739	172,899	173,438	175,510	271,279	185,585	187,293	192,003	1,789,923	
7 Dues - San Benito County	11,969	10,763	11,034	10,640	15,154	10,398	10,565	16,318	11,170	106,031	
8 Dues - Santa Cruz County	98,732	50,949	148,372	101,453	102,876	106,070	52,079	151,251	102,148	913,980	
9 Dues - KINGS County	11,988	5,760	17,118	11,332	5,598	11,196	11,070	-	5,544	76,506	
10 Dues - TULARE County	4,376	6,501	9,045	9,861	8,060	9,111	23,612	17,060	3,711	91,338	
11 Dues - MONTEREY COUNTY	109,335	142,998	143,495	143,380	147,711	153,549	187,499	154,879	154,776	1,337,622	
12 Dues - STANISLAUS COUNTY	-	-	-	-	-	-	155,395	-	36,239	191,635	
13 Dues - MARIPOSA COUNTY	-	4,890	4,798	5,414	5,665	-	-	-	-	20,767	
14 Dues - FRESNO COUNTY	116,016	347,306	230,008	232,837	239,111	468,354	208,305	240,246	-	2,082,183	
15 Dues - MADERA (COMPA) COUNTY							8,336	-	-	8,336	
16 Dues - MADERA (SEMC) COUNTY							3,240	-	-	3,240	
17 Courts										-	
18 Dues - Santa Clara Sup Court	39,116	39,290	59,229	39,918	41,382	41,641	41,848	63,541	42,781	408,647	
19 Dues - San Mateo Sup Court	14,531	14,663	14,876	15,070	14,912	14,838	22,365	14,996	15,401	141,352	
20 Dues - SANTA CRUZ COURT	2,730	5,479	5,570	8,881	5,653	5,627	5,567	8,221	5,655	53,383	
21 Dues - SAN BENITO COURT	996	451	929	940	961	943	957	1,147	1,015	6,641	
22 Dues - KINGS COURT	1,306	1,224	1,242	1,260	1,266	1,908	1,332	1,332	1,314	12,078	
23 Dues - TULARE COURT	3,890	6,741	6,854	4,958	4,958	7,595	5,158	5,130	5,303	50,588	
24 Dues - MONTEREY COURT	10,543	-	5,293	5,383	5,487	11,381	5,527	5,519	5,432	54,465	
25 Dues - MARIPOSA COURT	-	348	314	324	334	-	-	-	-	1,320	
26 Cities										-	
27 Dues - City of Menlo Park	8,501	4,276	13,002	8,712	9,175	14,134	8,737	8,850	8,892	84,279	
28 Dues - City of Palo Alto	38,654	39,012	39,823	38,718	39,907	62,546	40,185	40,395	40,745	379,985	
Total Dues Received	3,000	1,400	675	674	674	674	674	674	674	674	
	8.50	11.00	In								

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf8e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf8e

28	Dues - City of Palo Alto	38,654	39,012	39,823	38,718	39,907	62,546	40,185	40,395	40,745	379,985
29	Dues - City of East Palo Alto	2,299	1,506	833	821	1,743	2,714	1,917	1,875	1,808	13,386
30	Dues - City of Redwood City	15,498	15,548	8,507	23,054	23,120	15,512	15,542	15,604	13,502	155,888
31	Dues - City of San Mateo	6,838	3,397	-	13,528	6,470	6,699	6,723	10,042	6,778	60,474
32	Dues - City of San Mateo GU	8,956	9,071	13,636	4,392	4,399	13,916	9,117	14,021	14,090	92,081
33	Dues - City of Mt View	10,796	10,902	16,452	11,032	11,315	11,374	11,368	17,123	11,455	111,817
34	Dues - City of Sunnyvale	1,606	1,623	2,503	1,614	1,585	1,570	1,524	1,551	2,390	15,966
35	Dues - City of EXETER	385	385	585	585	585	624	605	546	566	5,285
36	Dues - City of Delano	5,504	5,511	5,484	5,604	5,687	8,521	5,799	5,681	5,777	53,569
37	Dues - City of Salinas	9,865	10,062	10,156	10,156	9,814	9,787	9,814	9,663	9,539	88,856
38	Dues - City of Santa Cruz	21,156	21,050	23,786	22,448	23,527	23,719	22,746	22,412	24,312	203,257
39	Dues - City of Watsonville	2,444	2,404	3,606	2,422	2,535	2,643	2,621	4,004	2,640	25,320
40	Dues - City of King	689	694	694	347	694	1,045	695	696	674	6,228
41	Dues - City of Hanford	4,365	2,175	6,641	4,400	4,402	3,930	2,161	6,529	4,404	39,006
42	Dues - City of TAFT	517	-	481	157	564	905	249	264	380	3,518
43	Dues - City of WASCO	500	917	1,074	1,074	1,074	537	1,148	1,867	-	8,189
44	Dues - City of CORCORAN	351	312	663	351	312	312	-	351	302	3,354
45	Dues - City of Scotts Valley	1,317	1,342	1,395	1,395	1,395	1,476	1,482	1,489	1,494	12,786
46	Dues - City of Shafter	925	2,696	1,753	1,753	1,756	1,758	1,723	1,723	1,723	15,809
47	Dues - City of Tulare	1,642	4,907	7,871	3,521	3,625	5,594	3,823	4,043	4,180	36,205
48	Dues - City of Bakersfield	25,485	25,565	25,743	25,635	25,745	38,662	26,056	26,261	26,148	245,300
49	Dues - City of HOLLISTER	2,116	1,018	2,973	1,922	2,004	1,932	3,996	-	1,995	17,956
50	Dues - City of COALINGA	536	1,109	1,678	1,159	1,174	1,174	1,724	1,123	1,145	10,822
51	Dues - City of LINDSAY	-	467	240	212	106	304	389	185	185	2,086
52	Dues - City of ARVIN	-	658	660	729	468	847	554	588	533	5,037

8.50 x 11.00 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e- - Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-4951-9d30-54cc8155e47/962e93cb-dd33-469e-a2f

1 of 3 G:\Finance\Monthend\2007\1107\INC1107 Inc1107 12/10/2007 6:41 PM

SEIU Local 521
Dues Receipts of the year of 2007

	A	B	C	D	E	F	G	H	I	J	L
		Mar-07	Apr-07	May-07	Jun-07	Jun-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007
53	Schools										-
54	Dues - Santa Clara COE	41,089	40,873	41,237	41,427	41,111	37,842	41,737	42,153	42,631	370,100
55	Dues - San Mateo COE	6,188	6,115	6,108	6,066	6,197	5,522	5,824	5,731	5,886	53,137
56	Dues - Campbell UHSD	2,537	2,559	2,559	2,554	2,856	2,128	2,155	2,498	2,677	22,522
57	Dues - Cupertino USD	9,116	9,316	9,162	9,453	8,302	7,918	8,398	8,975	9,327	79,967
58	Dues - Los Gatos JUHSD	4,611	4,542	4,787	4,827	4,648	2,196	2,991	4,932	4,951	38,476
59	Dues - Morgan Hill UHSD	9,920	9,601	9,597	9,942	7,718	3,830	4,658	10,452	10,427	76,144
60	Dues - Orchard Elem.	818	828	889	-	860	797	217	960	984	6,354
61	Dues - West Valley CCD	14,430	14,592	14,552	14,456	14,110	13,233	14,127	15,645	15,630	130,776
62	Dues - Foothill - DeAnza CCD	31,350	31,442	31,274	31,327	31,433	29,538	27,343	28,798	-	242,405
63	Dues - CABRILLO COLLEGE	11,292	11,464	6,561	-	-	-	-	-	-	29,317
64	Dues - GONZALES UNIFIED	187	-	178	178	178	-	-	178	178	1,075
65	Dues - STANDARD SCHOOL	1,285	-	1,285	2,560	-	1,278	734	1,631	1,827	10,999
66	Dues - San Lorenzo Valley USA	3,706	3,669	-	-	-	-	-	14,869	-	22,244
67	Dues - TAFT UNION HIGH SC	-	1,556	1,556	1,556	1,516	1,073	1,113	1,529	1,529	11,430
68	Dues - EDISON ELEMENTAR	-	480	-	493	493	1,178	221	440	440	3,746
69	Dues - RIVERDALE UNIFIED	-	-	1,441	1,440	1,440	1,398	2,952	1,470	1,620	11,761
70	Dues - LAIDLAW EDUCATIC	-	-	-	6,308	166	4,641	29,099	6,277	6,162	52,032
71	Dues - FRESNO UNIFIED SCI	-	-	-	-	26,170	28,606	102,542	26,849	26,708	210,875
72	Dues - FASTA	-	-	-	-	-	-	30,653	6,425	10,094	47,172
73	UHW & L1877										-
74	Dues - Santa Clara University	3,686	3,943	3,818	4,073	3,762	5,983	2,153	3,661	3,846	34,924
75	Dues - Bon Appétit Santa C U	24	-	-	-	-	-	-	-	-	24
76	Dues - Stamford	40,032	41,760	43,154	45,288	39,644	43,946	42,468	20,486	68,139	384,916
77	Dues - SLAC	10,184	24,519	35,749	13,298	34,453	25,559	24,805	11,260	25,835	205,664
	8.50 x 11.00 in										

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e - Microsoft Internet Explorer										
77	Dues - SLAC	10,184	24,519	35,749	13,298	34,453	25,559	24,805	11,260	25,835
78	Dues - USW Hospitals	-	-	-	-	-	-	21,949	-	-
79	Dues - Cardinal Cogen	990	993	1,000	1,004	922	858	1,648	790	(63)
80	Dues - Bon Appent Standford	-	-	-	-	-	-	-	-	-
81	Private Non-profit									
82	Dues - Alliance for Comm Care	9,819	9,617	9,583	13,925	9,175	8,801	8,937	8,607	13,241
83	Dues - Community Solutions	4,555	1,161	3,971	2,322	1,099	3,511	2,526	2,750	4,312
84	Dues - Gardner Health	5,733	5,591	8,406	5,906	5,929	6,066	8,789	5,802	5,834
85	Dues - Rebeckan Children's Hm	2,564	2,637	2,521	2,605	2,517	3,830	2,530	2,795	3,110
86	Dues - SC Bar Foundation	1,745	1,731	1,766	1,643	1,716	1,663	1,733	1,758	1,969
87	Dues - Starlight	4,363	4,452	4,973	5,182	4,668	5,038	5,054	4,737	5,478
88	Homecares									
89	Dues - Addus Health Center	1,367	1,114	1,139	1,145	1,242	1,185	1,210	1,338	1,239
90	Dues - IHSS San Mateo Co.	46,781	47,519	46,832	47,645	48,548	48,373	50,367	50,039	51,292
91	Dues - IHSS Santa Clara Co.	194,614	184,800	175,301	190,544	197,732	195,859	195,917	206,883	210,321
92	Dues - MidPen Homecare	-	-	2,726	4,729	-	3,011	2,308	2,748	4,229
93	Dues - OACM	1,894	2,808	2,023	1,914	2,002	1,876	2,820	1,901	-
94	Dues - BEAR VALLEY	480	1,411	1,460	976	1,068	1,043	1,001	958	1,445
95	Special Districts									
96	Dues - El Camino Hospital	33,140	21,976	21,733	21,637	20,419	27,287	18,133	17,672	19,377
97	Dues - Housing Authority-SCC	5,798	5,910	8,758	5,731	5,750	5,733	5,728	5,783	10,145
98	Dues - Humane Society	767	410	750	742	819	770	1,274	837	833
99	Dues - Valley Transit Authorit	18,333	18,328	27,231	18,666	18,396	18,426	18,370	18,231	27,703
100	Dues - MACSA	-	5,670	2,880	2,805	3,079	2,848	2,814	-	5,780
101	Dues - HOPE REHABILITATI	4,792	5,106	4,997	2,699	5,248	5,573	5,356	5,327	5,381
102	Dues - YOSEMITE CONC	15,175	12,472	24,901	31,508	31,734	49,216	30,601	28,862	27,337
103	Dues - Community Act Part Ke	11,518	18,182	11,808	9,895	8,460	8,467	2,773	11,590	11,219
104	Dues - SANTA CRUZ METRC	2,707	2,721	10,772	3,234	2,179	-	2,759	5,494	8,149
105	Dues - SANTA CRUZ COMM	3,574	-	2,770	1,496	416	511	1,177	1,699	-
106	Dues - SALUD PARA LA GEN	6,028	-	7,535	2,021	4,842	4,038	4,364	8,725	4,736
107	Dues - ARVIN-EDISON WAT	688	725	725	725	688	707	1,069	996	615
108	Dues - COMMUNITY ACT PI	920	2,914	2,101	1,890	1,933	3,314	3,197	3,196	3,165
109	Dues - MONTEREY REGION	1,575	-	-	-	6,333	1,550	1,544	1,489	1,499
110	Dues - HOPE - SAN JOSE	-	-	-	2,669	-	-	-	-	-
111	Dues - San Andreas Regional C	15,542	15,962	16,240	16,344	16,068	15,605	(149)	15,627	15,664
112	Dues - TENTCAY ST & LIVNG	111	111	65	172	111	95	74	75	869

8.50 x 11.00 in
B50 x 11.00 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-495f-9d30-54cc81f55e47/962e93cb-dd33-469e-a2

3 / 3 Sign Find

112	Dues - LINDSAY STRATHM	114	114	.57	172	114	.95	.75	.75	.75	892
113	Dues - SSJUD	225	213	200	200	200	200	200	200	200	1,338
114	Dues - MONTEREY CHILDRE	1,000	-	1,026	-	-	-	-	-	-	2,026
115	Dues - GOLDEN VALLEY HE	8,140	4,048	12,055	8,242	8,948	9,152	13,895	9,826	9,592	83,899
116	Dues - SAN BENITO CTY WA	58	.285	331	.289	.352	.357	.364	.375	.820	3,382
117	Dues - SOQUEL CREEK WA	552	.974	.487	-	.974	.487	-	.974	.487	4,985
118	Dues - CHAMBERLAIN'S CH	955	952	.766	.695	.695	-	.732	1,560	.890	7,245
119	Dues - MARINA COAST WA	1,292	1,179	1,281	1,235	1,286	1,345	1,342	1,337	1,349	11,747

2 of 3 G:\Finance\Monthend2007\1107\INC1107 Inc1107 12/10/2007 6:41 PM

SEIU Local 521
Dues Receipts of the year of 2007

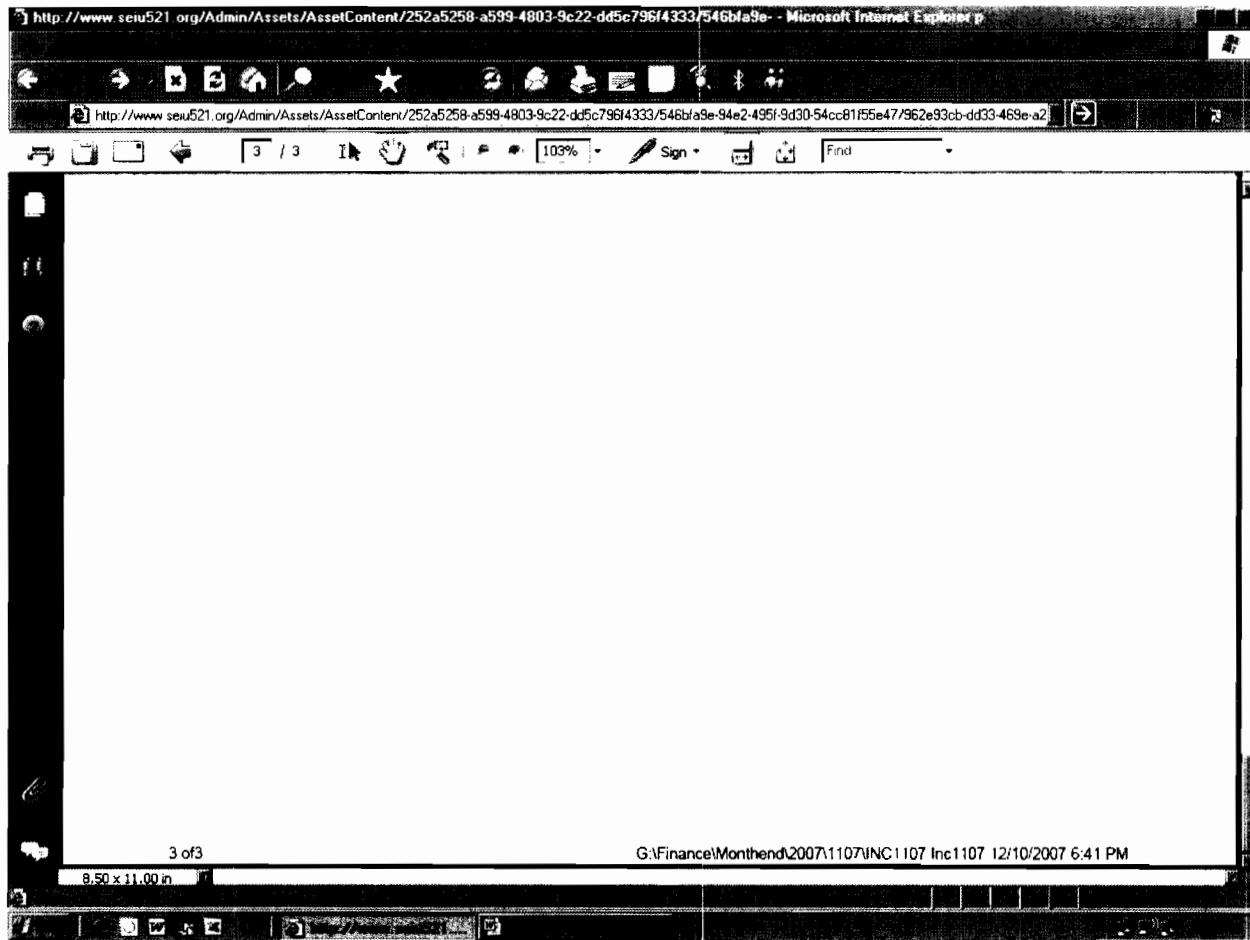
	A	B	C	D	E	F	G	H	I	J	L
1		Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007
120	Dues - MONTEREY BAY UN	979	977	-	-	-	-	-	-	-	1,936
121	Dues - COMMUNITY BRDG	487	508	476	506	-	491	1,009	446	533	4,457
122	Dues - WOMENS CRISIS SU	537	585	561	559	497	529	511	567	528	4,973
123	Dues - CENTRAL CA LEGAL	1,053	2,156	2,115	2,082	2,165	2,132	2,307	2,520	2,596	19,126
124	Dues - Housing Authority-MRV	3,568	3,503	3,416	3,496	-	6,902	3,467	3,517	3,570	31,439
125	Dues - PENINSULA DENTAL	378	-	-	-	-	-	(378)	-	-	-
126	Dues - CHISPA HOUSING M	-	1,155	1,665	853	853	-	1,252	864	1,538	8,180
127	Dues - MV PUBLIC TRANSP	-	3,796	1,912	1,856	1,856	1,800	1,828	1,828	1,828	16,702
128	Dues - ACHIEVEKIDS	-	5,645	5,576	5,531	8,303	5,592	5,572	5,500	5,954	47,672
129	Dues - PENINSULA JEWISH	-	2,029	1,956	-	2,764	877	877	3,229	2,332	13,062
130	Dues - CHILDREN'S SERVIC	-	2,016	-	2,991	2,770	-	3,371	-	3,944	15,092
131	Dues - JEWISH COMM CTR	-	718	694	686	264	-	238	985	1,081	4,666
132	Dues - AMERICAN REDCRO	-	-	2,472	2,429	2,393	2,662	7,372	2,711	2,545	22,785
133	Dues - Housing Authority-FAT	-	-	-	1,419	1,386	2,968	12,834	2,921	2,975	24,902
134	Dues - KERN REGIONAL CENTER	-	-	-	-	-	9,020	44,108	8,491	8,980	70,999
135	Dues - STUDENT TRANSPORTATION	-	-	-	-	-	-	3,290	-	-	3,290

8.50 x 11.00 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa3e- Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa3e-a2

135	Dues - STUDENT TRANSPORTATION					-	3,390	-	-	3,290	
136	Dues - Associate Members	206	-	472	-	86	-	-	-	764	
137	Dues - Retirees	1,701	339	1,690	-	924	1,257	815	765	8,112	
138	Dues - 521 Staff Members	1,076	771	1,363	1,824	1,988	2,710	1,598	1,570	14,222	
139	Total Dues Receipts	1,937,972	1,960,198	2,661,404	2,182,557	2,324,147	2,412,425	2,867,623	2,595,318	2,358,290	21,198,934
140	Other Income										
141	Interest Dividend Income	-	6,158	7,601	6,986	7,767	10,529	15,063	20,039	4,553	
142	Gain Loss on Investment	-	-	-	-	-	-	-	-	-	
143	Rebate Income	-	2,247	-	-	-	-	-	-	2,247	
144	Rebate Org Income	-	-	-	-	-	-	-	-	-	
145	Rental Income	3,311	3,311	3,311	4,626	3,457	3,536	3,391	3,761	3,536	
146	Misc. Income	383	61	-	4 ^m	234	15	(378)	298	659	
147	ADMINISTRATION FEES	-	25,000	-	-	-	-	-	-	25,000	
148											
149	Total Receipts	1,941,666	1,996,975	2,672,316	2,194,216	2,235,604	2,426,506	2,885,698	2,619,416	2,391,379	21,363,775



http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e Sign Find

SEIU Local 521
Financial Statement
For the month of May 2007

B	M	O	P	Q	AQ	AR	AS
	Mar	Apr	May				YTD - Three months
1							
2	Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual
3 TOTAL DUES RECEIPTS	1,937,972	1,960,198	2,376,957	2,661,404	284,446	7,130,872	6,559,573
4 OTHER INCOME							
5 Interest & Dividends	-	6,158	2,400	7,601	5,201	7,200	13,760
6 SMI/HSS Administrative Reimb.	-	25,000	5,000	-	(5,000)	15,000	25,000
7 Sublease Rent	3,311	3,311	3,600	3,311	(269)	10,800	9,933
8 Misc Income	383	2,308	-	-	-	2,681	2,691
9 Total Misc. Income	3,694	36,777	11,000	10,912	(66)	33,000	51,384
10							
11 TOTAL GENERAL FUND INCOME	1,941,666	1,996,975	2,387,957	2,672,316	284,350	7,163,872	6,610,956
12							
13 GENERAL FUND EXPENSES							
14							
15 ORGANIZING OFFSET	301,077	301,077	301,077	301,077	(0)	903,232	903,232
16							
17 SALARIES							
18 Administrative	29,293	34,472	37,345	34,472	2,673	112,035	96,237
19 Admin Support	15,732	18,304	37,874	32,391	5,283	113,021	66,427
20 Directors	63,486	65,828	83,896	65,581	16,315	251,688	164,876
21 Internal Organizers/Research	179,499	207,013	252,575	218,022	34,553	757,726	604,534
22 Clerical	58,721	67,066	68,579	54,179	14,400	205,736	179,967
23 Facilities	2,689	3,321	3,337	3,080	257	10,010	9,070
24 Data Base Services	17,152	21,396	23,217	22,899	328	69,650	61,437
25 Temp Internal Organizers/Res	2,889	3,440	5,000	5,190	(190)	15,000	11,519
26 Temp Clerical/Support	915	645	3,000	4,275	(1,275)	9,000	5,835
27 Vacation & Comp Time	5,611	656	25,331	5,067	20,264	75,993	11,334
28 Total Salaries	376,947	422,143	539,963	446,146	94,867	1,619,858	1,243,236
29 PAYROLL RELATED EXPENSES							
30 Pension	102,326	28,766	70,927	58,608	12,319	212,781	189,700
31 Payroll Taxes Expenses	30,413	57,561	50,862	28,190	24,473	151,986	114,163
32 Travel Staff Admin	951	3,012	1,500	5,877	(4,377)	4,500	9,841
33 Travel Staff-Internal Organizer	5,977	9,814	3,000	3,634	(634)	9,000	19,225
34 Mileage/Ins. Reimb -Admin & D	2,209	1,049	10,392	509	9,683	31,176	3,766
35 Mileage/Ins. Reimb -Internal Or	15,982	17,963	21,475	17,106	4,369	64,425	51,051

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-- Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d3d-54cc81f55e47/14fe52b3-722c-415b-89

79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of May 2007

B	M	O	P	Q	AQ	AR	AS
	Mar	Apr	May		YTD - Three months		
1							
2							
47							
48 MISCELLANEOUS							
49 Agency Fee/Assoc. Exp.	1,000	1,000	1,000	-	33,000	33,000	-
50 Capita Fund Expense	375	40	1,000	302	3,000	3,000	-
51 Admin exp share w. chapter	1,200	6,800	2,454	4,348	20,400	3,654	16,746
52 Free Life insurance to members (SCR, MRY & E)	3,685	3,074	4,000	3,119	881	12,000	9,678
53 Chapter Fund Reimbursement	1,500	1,500	1,500	-	4,500	4,500	-
54 Dodge Scholarship	1,500	1,500	1,500	-	10,800	-	10,800
55 Good & Welfare	3,630	-	3,600	-	-	-	-
56 UHW & L1877 ADMIN EXPENS	181,638	189,843	-	14,356	(14,356)	385,843	(385,843)
57 Total Miscellaneous	199,188	207,663	26,800	33,732	(4,632)	86,700	440,693
58							
59 ARBITRATIONS & LEGAL							
60 Arbitrations Fees	7,545	3,909	3,100	1,781	1,319	9,300	13,135
61 Retainer	13,262	8,995	21,740	21,791	(51)	65,220	44,049
62 Court Costs			3,300	1,215	2,085	8,900	1,215
63 Miscellaneous			500	-	500	1,500	1,500
64 Total Arbitrations & Legal	20,807	12,805	26,840	24,787	3,883	85,920	68,499
65							
66 FACILITIES							
67 Rent-SJC + 535SJC	32,716	37,873	34,922	37,731	(2,809)	104,766	108,120
68 Rent-RWC	8,114	6,114	6,114	6,130	(16)	18,342	18,358
69 Rent-Bakersfield apartment			1,525	-	1,525	4,575	-
70 Rent-Fresno	8,853	273	6,800	11,793	(4,693)	20,700	18,919
71 Rent-Santa Cruz: Watsonville &	750	7,393	7,333	7,329	4	21,966	15,462
72 Rent-Visalia	2,157	561	700	925	(225)	2,100	3,743
73 Utilities	13,135	5,504	18,200	18,083	117	54,600	36,723
74 Kitchen Sundries	1,716	2550.93	3,500	2,153	1,347	10,500	6,420
75 Gen. Lab. Ins. & Property Tax	5,417	18,033	5,433	12,600	54,099	16,266	37,631
76 Building Maintenance/Security/	7,948	11,793	9,000	8,608	382	27,000	28,339
77 Total Admin - Facilities	76,806	77,359	106,227	98,187	8,040	318,681	252,361
78							
79 ADMINISTRATIVE - OFFICES							

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e- - Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-49e2-495f-9d30-54cc81f55e47/14fe52b3-722c-415b-83 []

51 Admin exp share w. chapter	375	40	1,000	302	696	3,000	717	2,283
52 Free Life Insurance to members (SCR, MRY & E)	1,200		6,800	2,454	4,346	20,400	3,654	16,746
53 Chapter Fund Reimbursement	3,685	3,074		4,000	3,119	881	12,000	9,878
54 Dodge Scholarship	1,500		1,500	1,500		-	4,500	4,500
55 Good & Welfare				3,600		3,600	10,800	12,800
56 UHW & L1877 ADMIN EXPENS	181,638	189,849	-	14,356	(14,356)	-	385,843	(385,843)
57 Total Miscellaneous	199,198	207,663	28,900	33,732	(4,632)	86,700	440,693	(363,893)
58								
59 ARBITRATIONS & LEGAL								
60 Arbitrations Fees	7,545	3,909		3,100	1,781	1,319	9,300	13,235
61 Retainer	13,262	8,995		21,740	21,791	(51)	65,220	44,049
62 Court Costs				3,300	1,215	2,085	9,900	1,215
63 Miscellaneous				500		500	1,500	-
64 Total Arbitrations & Legal	20,807	12,905		28,640	24,787	3,863	85,920	58,499
65								
66 FACILITIES								
67 Rent-SJC + S3SSJC	32,716	37,673		34,922	37,731	(2,809)	104,756	108,120
68 Rent-RWC	6,114	5,114		6,114	6,130	(16)	18,342	18,358
69 Rent-Bakersfield apartment				1,525		1,525	4,575	-
70 Rent-Fresno	6,853	273		6,900	11,793	(4,893)	20,700	15,919
71 Rent-Santa Cruz Watsonville &	750	7,383		7,333	7,329	4	21,966	15,462
72 Rent-Visalia	2,157	661		700	925	(225)	2,100	3,743
73 Utilities	13,135	5,504		18,200	18,083	117	54,600	36,723
74 Kitchen Sundries	1,716	2550.93		3,500	2,153	1,347	10,500	6,420
75 Gen. Lab. Ins. & Property Tax :	5,417	5,417		18,033	5,433	12,600	54,099	16,268
76 Building Maintenance/Security:	7,948	11,783		9,000	8,808	382	27,000	28,339
77 Total Admin - Facilities	76,806	77,359		106,227	98,187	8,040	318,681	262,361
78								
79 ADMINISTRATIVE - OFFICES								
80 Audit/Act. Fees	910	901		10,000	13,025	(3,025)	30,000	14,836
81 Subscriptions		171		500	647	(147)	1,500	818
82 Office Supplies	8,184	4,355		7,000	13,187	(6,187)	21,000	25,726
83 Office Equipment Leases	38,592	44,816		40,000	25,726	14,274	120,000	107,134
84 Equipment Maintenance & Rep.	3,628	3,575		8,000	5,919	2,081	24,000	19,123
85 Contributions				500	283	217	1,500	263
86 Research Material & Data				2,000		2,000	6,000	-
87 Due Implementation				600		600	1,800	-
88 Computer Database Services	681	2,482		10,000	777	9,223	30,000	4,141
89 Miscellaneous		750		1,000		1,000	3,000	750
90 Total Admin - Offices	50,195	63,051		79,600	58,564	20,036	236,800	172,811
								65,989

G:\Finance\Monthend\2007\0507\INC0507 0507 8/6/2007 6:59 PM

2 of 5

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc8155e47/14fe52b3-722c-415b-89

79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of May 2007

B	M	O	P	Q	AQ	AR	AS
1	Mar	Apr	May		YTD - Three months		
2	Actual	Actual	Budget	Actual	better/worse	Budget	Actual
92 COMMUNICATIONS							
93 Printing	12,836	11,799	8,000	7,881	119	24,000	32,516
94 Paper	2,445	1,244	4,000	2,404	1,596	12,000	6,092
95 Website/Station/communication	719	799	1,500	453	1,047	4,500	1,971
96 Telephone & Internet	13,223	11,744	18,000	13,188	4,812	54,000	38,155
97 Postage	7,775	3,484	6,000	7,296	(1,296)	18,000	16,555
98 Professions Fees/Translations		55	1,000	120	880	3,000	175
99 Total Communications	36,998	29,125	38,500	31,342	7,158	115,600	97,466
100							
101 CONFERENCES/MILEAGE							
102 Staff-Misc. Conf/Seminar		2,000		2,000		6,000	-
103 Exec Board-Conferences		1,000		1,000		3,000	-
104 International Convention		-		-		-	-
105 Industries & Members Conferences		1,000	1,500	(500)	3,000	1,500	1,500
106 Misc Members-Reimbursed		500		500	1,500	-	1,500
107 Total Conferences/Mileage		4,500	1,500	3,000	13,500	1,500	12,900
108							
109 STAFF MEETING & TRAINING							
110 Director Training		2,000	1,845	155	6,000	1,845	4,155
111 Staff - representation & political	4,360	7,456	10,000	662	9,338	30,000	12,478
112 Clerical Staff		1,392	800	259	541	2,400	1,651
113 Executive Staff		2,742	800	886	(86)	2,400	3,627
114 Tuition Reim -Internal Organizers			500		500	1,500	-
115 Tuition Reim -OPEIU			500		500	1,500	-
116 Total Staff Training		7,102	8,848	14,600	3,652	10,948	43,800
117						19,802	24,198
118 EDUCATION & TRAINING							
119 Steward & Chief Steward Training			300		300	900	-
120 Executive Board			500		500	1,500	-
121 Education & Training Committee Meeting & Materials			4,000		4,000	12,000	-
122 Industry Training Events			2,000		2,000	6,000	-
123 Total Education & Training			6,800		6,800	20,400	-
124							

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e47714fe52b3-722c-415b-89

3 / 5 Sign Find

93	Presentations/Communication	110	700	465	7,047	4,500	1,971	2,529
95	Telephone & Internet	13,223	11,744	18,000	13,188	4,612	36,155	15,845
37	Postage	7,775	3,484	6,000	7,296	(1,296)	18,000	18,555
98	Professional Fees/Translations		55	1,000	120	880	3,000	175
99	Total Communications	36,988	29,125	38,500	31,342	7,158	116,500	97,466
100								
101	CONFERENCES/MILEAGE							
102	Staff-Misc. Conf/Seminar			2,000		2,000	6,000	-
103	Exec. Board-Conferences			1,000		1,000	3,000	-
104	International Convention					-	-	-
105	Industries & Members Conferences			1,000	1,500	(500)	3,000	1,500
106	Misc. Members-Rimbursed			500		500	1,500	-
107	Total Conferences/Mileage			4,500	1,500	3,000	13,500	1,500
108								12,000
109	STAFF MEETING & TRAINING							
110	Director Training			2,000	1,945	155	6,000	1,845
111	Staff - representation & political	4,360	7,456	10,000	662	9,338	30,000	12,476
112	Clerical Staff		1,392	500	259	541	2,400	1,651
113	Executive Staff		2,742	800	986	(86)	2,400	3,627
114	Tuition Reim-Internal Organizers			500		500	1,500	-
115	Tuition Reim-OPEIU			500		500	1,500	-
116	Total Staff Training	7,102	8,848	14,600	3,852	10,948	43,800	19,502
117								24,198
118	EDUCATION & TRAINING							
119	Steward & Chief Steward Training			300		300	900	-
120	Executive Board			500		500	1,500	-
121	Education & Training Committee Meeting & Materials			4,000		4,000	12,000	-
122	Industry Training Events			2,000		2,000	6,000	-
123	Total Education & Training			6,800		6,800	20,400	-
124								20,400
125	POLITICAL/SOCIAL INVOLVEMENT							
126	Candidates Account: (\$0.10 per	7,930	9,412	6,000	9,579	(3,579)	18,000	26,921
127	Issues Account			-	-	-	-	-
128	Legal			4,000		4,000	12,000	-
129	Committee Meetings	91	96	300	66	232	900	245
130	Conferences			2,000		2,000	6,000	-
131	Electoral Staff/ Activity			300		300	900	-
132	Polis & Surveys			500		500	1,500	-
133	Special Printing			200		200	600	-
134	Subscriptions			25		25	75	75
135	Total Political/Social Invol.	8,021	9,498	13,325	9,847	3,678	39,975	27,166
								12,809

G:\Finance\Monthend\2007\0507\INC0507.0507 3/6/2007 6:59 PM

3 of 5

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer

79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of May 2007

B	M	O	P	Q	AQ	AR	AS
1	Mar	Apr	May		YTD - Three months		
2	Actual	Actual	Budget	Actual	better/worse	Budget	Actual
136							
137 SOCIAL & ECONOMIC JUSTICE							
138 Committee Meetings		300	22	278	800	22	878
139 Conferences	776	300	300	900	776	-	122
140 Contributions/Solidarity	500	200	200	600	500	-	100
141 *** \$1.00 PER MEMBER	4,588	312	3,125	1,182	1,943	9,375	6,062
142 Total Social & Economic J	5,867	312	3,926	1,204	2,721	11,775	7,382
143							
144 MEMBER INVOLVEMENT							
145 Memorabilia/Give away Member	927	20,716	5,000	17,280	(12,280)	15,000	36,822
146 Awards/Recognition	500	300	300	900	500	-	400
147 Planning & Event Prep		300	300	900	-	-	900
148 Ex Board / Advisory Board Reimbursement		500	500	1,500	-	-	1,500
149 Rally Rental & Bus	3,570	4,000	1,945	2,055	12,000	5,515	6,485
150 Member Reimbursement/Lost time	283	5,000	831	4,169	15,000	1,114	13,886
151 Transportation & Vehicle Exper	134	500	500	1,500	-	134	1,366
152 Total Member Involvement	1,561	24,589	15,600	20,056	(4,468)	46,800	46,186
153							
154 NEGOTIATIONS							
155 Printing Contracts	30,237		5,000	5,000	15,000	30,237	(15,237)
156 Meetings & Supplies	445	1,630	5,000	1,087	3,913	15,000	3,222
157 Negotiations Committee Food			5,000		5,000	15,000	-
158 Strike Preparations			1,000		1,000	3,000	-
159 Automatic Strike Fund Transfer (\$0.50 per member/mom)		18,750			18,750	56,250	-
160 Total Negotiations	30,682	1,690	34,750	1,087	33,663	104,250	33,469
161							
162 MEETINGS & EVENTS							
163 Executive Board Meetings			2,000	108	1,892	6,000	108
164 Steward/Council meetings	294	99	4,500	5,484	(984)	13,500	5,677
165 EC Party & other events	2,595	5,886	7,000	22,719	(15,719)	21,000	31,200
166 Advisory Board Meetings	15,570		10,000	-	10,000	30,000	15,570
167 Miscellaneous			200		200	600	-
168 Total Meetings & Events	18,469	5,985	23,700	26,311	(4,611)	71,100	52,766
							18,346

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer

140	Contributions/Solidarity	500	200	200	600	500	100
141	*** \$1.00 PER MEMBER	4,568	312	3,125	1,182	1,943	9,375
142	Total Social & Economic J	6,067	312	3,925	1,204	2,721	11,775
143							
144	MEMBER INVOLVEMENT						
145	Memorabilia/Give away Membe	927	20,716	5,000	17,280	(12,260)	15,000
146	Awards/Recognition	500		300		300	500
147	Planning & Event Prep			300		300	900
148	Ex Board / Advisory Board Reimbursement			500		500	-
149	Rally Rental & Bus	3,570		4,000	1,945	2,055	12,000
150	Member Reimbursement/Lost time	283		5,000	831	4,169	15,000
151	Transportation & Vehicle Exper	134		500		500	1,500
152	Total Member Involvement	1,581	24,569	16,800	20,066	(4,456)	46,800
153							
154	NEGOTIATIONS						
155	Printing Contracts	30,237		5,000		5,000	15,000
156	Meetings & Supplies	445	1,690	5,000	1,087	3,913	15,000
157	Negotiations Committee Food			5,000		5,000	15,000
158	Strike Preparations			1,000		1,000	-
159	Automatic Strike Fund Transfer (\$0.50 per member/mom)			18,750		18,750	56,250
160	Total Negotiations	30,682	1,690	34,750	1,087	33,663	104,250
161							
162	MEETINGS & EVENTS						
163	Executive Board Meetings			2,000	108	1,692	6,000
164	Steward/Council meetings	294	99	4,500	5,484	(984)	13,500
165	521 Party & other events	2,595	5,985	7,000	22,719	(15,719)	21,000
166	Advisory Board Meetings	15,570		10,000	-	10,000	30,000
167	Miscellaneous			200		200	600
168	Total Meetings & Events	18,468	5,985	23,700	26,311	(4,611)	71,100
169							

4 of 5 G:\Finance\Monthend\2007\0507\INC0507_0507 8/6/2007 6:59 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf9e- Microsoft Internet Explorer P

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf9e-94e2-4951-9d30-54cc81f55e47/14fe52b3-722c-415b-89 []

5 / 5 Sign Find

**SEIU Local 521
Financial Statement
For the month of May 2007**

B	J	M	O	P	Q	AQ	AR	AS
1		Mar	Apr	May		YTD - Three months		
170 REPRESENTATIVE DUES								
171 SEIU \$7.65 ea	571,916	386,333	430,846	397,907	32,941	1,292,544	1,356,158	(63,614)
172 SEIU Unity Fund \$5.00ea	347,500	238,740	266,200	247,290	18,910	798,600	833,530	(34,930)
173 SEIU Retirees \$1.00ea	-	-	60	-	60	180	-	180
174 SEIU Associate Members-1.00	-	-	12	-	12	36	-	36
175 SEIU/ State Council-\$2.53ea	197,066	126,639	142,490	130,547	11,942	427,469	454,276	(26,807)
176 So Bay CLC \$0.55ea	20,896	11,230	12,100	11,172	928	36,300	43,300	(7,000)
177 SMCO CLC \$0.60ea	4,965	2,571	2,836	2,440	398	8,514	9,976	(1,462)
178 Fresno CLC \$0.35ea	510	1,819	2,800	1,950	851	8,400	4,079	4,321
179 Bakersfield CLC \$0.25ea	1,585	1,625	1,753	(128)	4,875	3,338	1,537	
180 Monterey & Santa Cruz LC \$0.4	1,680	2,648	3,300	3,605	(305)	9,900	8,133	1,787
181 CA Labor Fed 50% X.47ea	13,261	8,901	9,046	9,167	(120)	27,143	31,329	(4,186)
182 Building Trades SMCO	250	250	250	250	-	750	750	-
183 Total Representative Dues	1,158,271	780,517	871,570	806,081	65,489	2,614,710	2,744,869	(130,159)
184								
185 TOTAL EXPENSES	2,584,563	2,280,894	2,390,467	2,112,489	277,968	7,171,372	6,977,955	193,418
186								
187 TOTAL INCOME LESS TOTAL	(842,897)	(283,919)	(2,500)	589,817	662,316	(7,600)	(366,999)	(369,600)
188 VOLUNTARY TRANSFERS								
189 Building Funds	-	-	-	-	-	-	-	-
190 Automatic Legal Defense Fund	9,375	9,375	9,375	9,375	-	28,125	28,125	-
191 Strike Fund	-	-	-	-	-	-	-	-
192 Total Transfers	9,375	9,375	9,375	9,375	-	28,125	28,125	-
193 TOTAL INCOME LESS EXPEN	(652,272)	(293,294)	(11,876)	560,442	662,316	(36,625)	(366,124)	(369,600)

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf89e-94e2-4951-9d30-54cc8155e47/14fe52b3-722c-415b-89 - Microsoft Internet Explorer								
5 / 5	Sign	Find	79.4%					
174 SEIU Associate Members-100	-	12	-	12	36	-	36	
175 SEIU State Council-S2 53ea	197,089	126,639	142,490	130,547	11,942	427,469	454,276	(26,807)
176 So Bay CLC S0 55ea	20,896	11,230	12,100	11,172	926	36,300	43,300	(7,000)
177 SMCO CLC S0 65ea	4,965	2,571	2,838	2,440	396	8,514	9,976	(1,462)
178 Fresno CLC S0 35ea	510	1,619	2,800	1,950	851	8,400	4,079	4,321
179 Bakersfield CLC S0 25ea	-	1,585	1,625	1,753	(128)	4,675	3,338	1,537
180 Monterey & Santa Cruz LC S0:	1,680	2,648	3,300	3,605	(305)	9,900	8,133	1,767
181 CA Labor Fed 50% X 47ea	13,261	9,901	8,046	8,167	(120)	27,143	31,329	(4,186)
182 Building Trades-SMCO	250	250	250	250	-	750	750	-
183 Total Representative Dues	1,158,271	780,517	871,570	806,081	66,489	2,614,710	2,744,869	(130,159)
184								
185 TOTAL EXPENSES	2,584,583	2,280,894	2,390,467	2,112,499	277,956	7,171,372	6,977,966	193,416
186								
187 TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	(2,500)	559,817	562,316	(7,500)	(366,999)	(369,500)
188								
189 VOLUNTARY TRANSFERS								
190 Building Funds								
191 Automatic Legal Defense Fund			8,375			28,125	28,125	-
192 Strike Fund								
193 Total Transfers	8,375	9,375	8,375	9,375	-	28,125	28,125	-
194 TOTAL INCOME LESS EXPENS	(652,272)	(293,294)	(11,875)	560,442	562,316	(35,625)	(366,124)	(369,500)

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e - Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4951-9d30-54cc8155e47/f14a7224-b26d-456b-b72

Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

B	J Mar	M Apr	P May	R Jun	S Jun	T Jun	AQ	AR	AS
2									
3 TOTAL DUES RECEIPTS	Actual 1,937,972	Actual 1,960,198	Actual 2,861,404	Budget 2,376,557	Actual 2,182,557	better/worse (194,400)	Budget 9,507,829	Actual 8,742,130	better(worse) (765,699)
4 OTHER INCOME									
5 Interest & Dividends	-	6,158	7,801	2,400	6,986	4,588	9,600	20,745	11,145
6 SMHSS Administrative Reimb.	-	25,000	-	5,000	-	(5,000)	20,000	25,000	5,000
7 Sublease Rent	3,311	3,311	3,311	3,600	4,626	1,026	14,400	14,559	159
8 Misc Income	383	2,308	-	-	47	47	-	2,738	2,738
9 Total Misc. Income	3,694	36,777	10,912	11,800	11,659	659	44,000	63,042	19,042
10									
11 TOTAL GENERAL FUND INCO	1,941,666	1,996,975	2,672,316	2,387,957	2,194,216	(193,741)	9,551,829	8,806,173	(746,667)
12									
13 GENERAL FUND EXPENSES									
14									
15 ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	(0)	1,204,310	1,204,309	(0)
16									
17 SALARIES									
18 Administrative	29,293	34,472	34,472	37,345	34,472	2,873	149,380	132,710	16,670
19 Admin Support	15,732	18,304	32,391	37,874	32,264	5,410	150,694	98,691	52,004
20 Directors	63,466	65,828	65,581	83,896	71,063	12,833	335,564	265,939	69,645
21 Internal Organizers/Research	179,499	207,013	218,022	252,575	248,018	4,557	1,010,301	852,552	157,749
22 Clerical	56,721	67,068	54,179	69,579	55,436	13,422	274,315	235,403	38,912
23 Facilities	2,669	3,321	3,080	3,337	3,382	(26)	13,346	12,433	914
24 Data Base Services	17,152	21,396	22,889	23,217	23,847	(631)	92,866	85,284	7,582
25 Temp. Internal Organizers/Res	2,669	3,440	5,190	5,000	2,964	2,036	20,000	14,483	5,517
26 Temp. Clerical/Support	915	645	4,275	3,000	5,742	(3,742)	12,000	11,577	423
27 Vacation & Comp Time	5,611	656	5,067	25,331	5,921	19,410	101,324	17,255	84,069
28 Total Salaries	376,947	422,143	446,146	539,953	483,091	56,862	2,159,811	1,726,326	433,484
29 PAYROLL RELATED EXPENSES									
30 Pension	102,326	23,768	58,608	70,327	61,103	9,824	283,708	250,803	32,905
31 Payro Taxes Expenses	30,413	57,561	28,190	50,692	29,002	2,1661	202,649	143,168	59,484
32 Travel Staff Admin	951	3,012	5,877	1,570	434	1,066	6,000	10,275	(4,275)
33 Travel Staff- Internal Organizer	5,977	9,814	3,834	3,000	1,756	1,244	12,000	20,981	(8,981)
34 Mileage/Ins. Reimb -Admin & D	2,209	1,049	509	10,392	3,639	6,753	41,568	7,405	34,183
35 Mileage/Ins. Reimb -Internal Or	15,982	17,963	17,106	21,475	19,717	1,758	85,900	70,768	15,132

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e-94e2-4951-9d30-54cc81f5e47/f14a7224-b26d-456b-b72

	7 Sublease Rent	3,311	3,311	3,603	4,626	1,026	14,400	14,559	159
8 Misc Income	383	2,398			47	47		2,738	2,738
9 Total Misc. Income	3,694	36,777	10,912	11,000	11,659	659	44,000	63,042	19,042
10									
11 TOTAL GENERAL FUND INCOME	1,941,666	1,996,975	2,672,316	2,387,957	2,194,216	(193,741)	9,551,829	8,805,173	(746,667)
12									
13 GENERAL FUND EXPENSES									
14									
15 ORGANIZING OFFSET	301,077	301,077	301,077	301,077	(0)	1,204,310	1,204,309	(0)	
16									
17 SALARIES									
18 Administrative	29,293	34,472	34,472	37,345	34,472	2,873	149,380	132,710	16,670
19 Admin Support	15,732	18,304	32,391	37,874	32,264	5,410	150,694	98,691	52,004
20 Directors	63,466	65,828	65,581	63,836	71,063	12,833	335,584	265,939	69,645
21 Internal Organizers/Research	179,499	207,013	218,022	252,575	248,018	4,557	1,010,301	852,552	157,748
22 Clerical	58,721	67,086	54,179	69,379	55,436	13,742	274,315	235,403	38,912
23 Facilities	2,669	3,321	3,080	3,337	3,362	(26)	13,346	12,433	914
24 Data Base Services	17,152	21,394	22,889	23,217	23,647	(631)	92,666	85,264	7,582
25 Temp Internal Organizers/Res	2,688	3,440	5,190	5,030	2,964	2,036	20,000	14,463	5,517
26 Temp Clerical/Support	915	645	4,275	3,000	5,742	(2,742)	12,000	11,577	423
27 Vacation & Comp Time	5,611	556	5,087	25,331	5,921	9,470	101,324	17,255	84,088
28 Total Salaries	375,947	422,143	446,146	538,953	483,091	56,862	2,169,811	1,726,326	433,484
29 PAYROLL RELATED EXPENSES									
30 Pension	102,326	28,766	58,808	70,927	61,103	9,824	283,706	250,803	32,905
31 Payroll Taxes Expenses	30,413	57,561	26,190	50,652	29,002	21,661	202,646	143,165	59,484
32 Travel Staff Admin	951	3,013	5,877	1,530	434	1,068	6,000	10,275	(4,275)
33 Travel Staff Internal Organizer	5,977	9,614	3,634	3,003	1,756	1,244	12,000	20,981	(8,981)
34 Mileage/Ins. Reimb -Admin & O	2,209	1,049	509	10,392	3,639	6,753	41,566	7,405	34,163
35 Mileage/Ins. Reimb -Internal Or	15,982	17,983	17,106	21,475	19,717	1,758	85,900	70,768	15,132
36 Telephone Reimbursement	3,040	2,298	2,431	7,500	2,457	5,043	30,000	10,226	19,774
37 Retiree Health Exp	3,410	7,969	2,334	5,731	3,236	2,464	22,802	16,950	5,852
38 Retire Benefit Trust Fund				10,400			41,600	41,600	-
39 Benefits/Health, Dent., Vision,	94,218	188,515	111,093	163,718	114,958	48,758	654,871	508,786	146,085
40 Workers Comp Insurance	23,737	7,613	7,613	20,898	12,613	8,065	82,794	51,576	31,216
41 Recurring exp	909	1,394	1,331	1,030	1,175	(75)	4,000	4,810	(810)
42 Vacancy Rate (saving):				(88,182)		(88,182)	(352,730)	-	(352,730)
43 Total Payroll Related Expen	283,672	336,154	247,127	278,790	260,491	18,299	1,115,161	1,137,344	(22,183)
44									
45 Total Salaries & Payroll Expe	669,619	758,297	692,272	818,743	743,582	75,161	1,637,486	1,427,816	209,670

1 of 5 G:\Finance\Monthend\2007\0607\INC0607 0607 8/6/2007 6:53 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e- - Microsoft Internet Explorer P

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4951-9d30-54cc8155e47/f14a7224-b26d-456b-b72

Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

B	J Mar	M Apr	P May	R Jun	S	T	AQ	AR	AS
				Budget	Actual	better/worse	Budget	Actual	better(worse)
2									
46									
47									
48 MISCELLANEOUS									
49 Agency Fee/Assoc. Exp.				11,000			44,000	44,000	-
50 Capita Fund Expense	1,000	1,000	1,000	1,000	-		4,000	4,000	-
51 Admin exec share w. chapter	375	40	302	1,000	1,000		4,000	717	3,283
52 Free Life insurance to members (SCR, MRY & E)	1,200	2,454	5,850	1,227	5,573	27,200	4,661	22,319	
53 Chapter Fund Reimbursement	3,685	3,074	3,119	4,000	3,893	107	16,000	13,770	2,230
54 Dodge Scholarship	1,500	1,500	1,500	1,500	-		6,000	6,000	
55 Good & Welfare					3,600		14,400	-	14,400
56 UHW & L1877 ADMIN EXPENSE	181,636	189,849	14,356	-	39,412	(39,412)	-	425,256	(425,256)
57 Total Miscellaneous	199,198	207,663	33,732	28,900	58,032	(29,132)	115,600	498,625	(383,025)
58									
59 ARBITRATIONS & LEGAL									
60 Arbitrations Fees	7,545	3,909	1,781	3,130	8,374	(5,274)	12,400	21,609	(9,209)
61 Retainer	13,282	8,995	21,791	21,740	11,237	10,503	88,960	55,286	31,674
62 Court Costs				1,215	3,370		3,300	13,200	1,215
63 Misce.laneous					500		2,000	-	2,000
64 Total Arbitrations & Legal	20,807	12,905	24,767	28,640	19,611	9,029	114,560	78,110	36,450
65									
66 FACILITIES									
67 Rent-SJC + 535SJC	32,716	37,573	37,731	34,322	37,643	(2,721)	139,688	145,763	(6,075)
68 Rent-RWC	6,114	6,114	6,130	6,114	6,130	(18)	24,456	24,486	(32)
69 Rent-Bakersfield apartment					1,525		525	6,100	6,100
70 Rent-Freend	6,853	273	11,793	6,900	11,425	(4,525)	27,600	30,344	(2,744)
71 Rent-Santa Cruz: Watsonville &	750	7,383	7,329	7,333	7,329	4	29,332	22,792	6,540
72 Rent-Visalia	2,157	661	925	700	661	39	2,800	4,404	(1,604)
73 Utilities	13,135	5,594	18,083	18,200	16,098	2,101	72,800	52,821	19,979
74 Kitchen Sundries	1,716	2550.93	2,153	3,500	2,326	1,172	14,000	8,747	5,253
75 Gen. Labt. Ins. & Property Tax	5,417	5,417	5,433	18,033	8,089	9,943	72,131	24,357	47,775
76 Building Maintenance/Security/	7,948	11,783	8,808	9,000	17,551	(8,551)	36,000	45,889	(9,889)
77 Total Admin - Facilities	76,806	77,359	98,187	106,227	107,255	(1,028)	424,907	359,606	65,301
78									

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bla8e - Microsoft Internet Explorer p

50	Capite Fund Expense	1,000	1,000	1,000	1,000	4,000	4,000	-		
51	Admin exp share w. chapter	375	40	302	1,000	1,000	4,000	717	3,283	
52	Free Life Insurance to members (SCR, MRY & E)	1,200	2,454	6,800	1,227	5,573	27,200	4,681	22,319	
53	Chapter Fund Reimbursement	3,685	3,074	3,119	4,000	3,893	107	16,000	13,770	2,230
54	Dodge Scholarship	1,500	1,500	1,500	-	1,500	6,000	6,000	-	
55	Good & Welfare				3,600		3,600	14,400	-	14,400
56	UHW & L1877 ADMIN EXPENSES	181,636	189,849	14,356		39,412	(39,412)	-	425,256	(425,256)
57	Total Miscellaneous	199,196	207,663	33,732	28,900	56,032	(29,132)	115,600	494,625	(383,025)
58										
59	ARBITRATIONS & LEGAL									
60	Arbitrations Fees	7,545	3,309	1,781	3,100	6,374	(5,274)	12,400	21,609	(9,209)
61	Retainer	13,262	8,995	21,791	21,740	11,237	10,503	86,960	55,266	31,674
62	Court Costs				1,215	3,300		3,300	13,200	1,215
63	Miscellaneous					500	500	2,000	-	2,000
64	Total Arbitrations & Legal	20,807	12,905	24,787	28,640	19,611	9,029	114,560	78,110	36,450
65										
66	FACILITIES									
67	Rent-SJC + 535SJC	32,716	37,673	37,731	34,922	37,643	(2,721)	139,668	145,763	(6,075)
68	Rent-RWC	6,114	6,114	6,130	6,114	6,130	(16)	24,456	24,468	(32)
69	Rent-Bakersfield apartment					1,525		1,525	6,100	6,100
70	Rent-Fresno	6,863	273	11,793	6,900	11,425	(4,525)	27,600	30,344	(2,744)
71	Rent-Santa Cruz: Watsonville &	750	7,383	7,329	7,333	7,329	4	29,332	22,792	6,540
72	Rent-Visalia	2,157	661	925	700	661	39	2,800	4,404	(1,604)
73	Utilities	13,135	5,504	18,083	18,200	16,099	2,101	72,800	52,621	19,979
74	Kitchen Sundries	1,716	2,550	2,153	3,500	2,328	1,172	14,000	6,747	5,253
75	Gen. Lab., Ins. & Property Tax:	5,417	5,417	5,433	18,033	6,089	9,943	72,131	24,357	47,775
76	Building Maintenance/Security:	7,948	11,793	8,608	9,000	17,551	(5,551)	36,000	45,889	(9,689)
77	Total Admin - Facilities	76,806	77,359	96,187	106,227	107,255	(1,028)	424,907	359,606	65,301
78										
79	ADMINISTRATIVE - OFFICES									
80	Audit/Accr Fees	910	951	13,025	10,000	1,471	8,529	40,000	16,307	23,693
81	Subscription		171	647	500	-	500	2,000	818	1,182
82	Office Sundries	8,164	4,355	13,187	7,030	5,770	1,230	26,000	31,496	(3,496)
83	Office Equipment Leases	36,592	44,816	25,726	40,000	43,588	(3,588)	160,000	150,722	9,278
84	Equipment Maintenance & Rep.	3,628	9,575	5,919	8,000	6,270	1,730	32,000	25,392	6,608
85	Contributions			283	500		500	2,000	283	1,717
86	Research Material & Data				2,000		2,000	6,000	-	6,000
87	Dues Implementation				600		600	2,400	-	2,400
88	Computer Database Services	681	2,493	777	10,000	777	9,223	40,000	4,918	35,082

2 of 5 G:\Finance\Monthend\2007\0607\NC0607_0607_849\2007.6.53 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-- Microsoft Internet Explorer 8

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-14a7224-b26d-456b-b72

79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

B	J Mar	M Apr	D May	R Jun	S	T	AQ	AR	AS
				Budget	Actual	better/worse)	Budget	Actual	better(worse)
2									
99 Miscellaneous		Actual	Actual	1,000	1,000		4,000	750	3,250
30 Total Admin - Offices	50,195	63,051	59,564	79,600	57,876	21,724	318,400	230,687	87,713
32 COMMUNICATIONS									
33 Printing	12,838	11,799	7,881	8,000	11,160	(3,160)	32,000	43,677	(11,677)
34 Paper	2,445	1,244	2,404	4,000	3,809	391	16,000	9,702	6,298
35 Website/Station/communication	719	799	453	1,500	310	1,190	6,000	2,261	3,719
36 Telephone & Internet	13,223	11,744	13,188	18,000	18,048	(48)	72,000	56,203	15,797
37 Postage	7,775	3,484	7,296	9,000	6,642	3,358	24,000	21,196	2,804
38 Professional Fees/Translations		55	120	1,000	195	805	4,000	370	3,830
99 Total Communications	36,998	29,126	31,342	38,500	35,964	2,536	154,000	133,429	20,571
131 CONFERENCES/MILEAGE									
132 Staff-Misc. Conf/Seminar				2,000	175	825	8,000	175	7,825
133 Exec Board-Conferences				1,000		1,000	4,000	-	4,000
134 International Convention				-		-	-	-	-
135 Industries & Members Conferences				1,500	1,020	95	4,000	1,595	2,405
136 Misc. Members-Reimbursed				572	604	(104)	2,000	804	1,398
137 Total Conferences/Mileage		-	-	1,500	4,550	874	18,000	2,374	15,626
138									
139 STAFF MEETING & TRAINING									
110 Director Training				1,845	2,000	2,000	8,000	1,845	6,155
111 Staff - representation & political	4,360	7,456	662	10,000	10,000	0	40,000	12,478	27,522
112 Clerical Staff		1,392	259	800	323	477	3,200	1,975	1,226
113 Executive Staff	2,742		886	850	1,030	(230)	3,200	4,657	(1,457)
114 Tuition Reim -Internal Organizers				500	500	2,000	-	2,000	
115 Tuition Reim -OPEIU				500	500	2,000	-	2,000	
116 Total Staff Training	7,102	8,648	3,652	14,600	1,354	13,246	58,400	20,956	37,446
117									
118 EDUCATION & TRAINING									
119 Steward & Chief Steward Training				300	300	1,200	-	1,200	
120 Executive Board				500	500	2,000	-	2,000	
121 Education & Training Committee Meeting & Materials				4,000	29	3,971	16,000	29	15,971
122 Industry Training Events				2,000	2,000	8,000	-	8,000	

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/f14a7224-b26d-456b-b72

	12,630	1,798	7,601	6,000	11,160	(3,160)	32,000	43,677	(11,677)		
93	Printing										
94	Paper	2,445	1,244	2,404	4,000	3,609	391	16,000	9,702	6,298	
95	Website/Station/communication	719	799	453	1,500	310	190	6,000	2,261	3,719	
96	Telephone & Internet	13,223	11,744	13,188	18,000	18,048	(48)	72,000	56,203	15,797	
97	Postage	7,775	3,494	7,296	6,000	2,642	3,358	24,000	21,196	2,804	
98	Professional Fees/Translations	55		120	1,000	185	805	4,000	370	3,830	
99	Total Communications	36,998	29,125	31,342	38,500	35,964	2,636	154,000	133,429	20,571	
100											
101	CONFERENCES/MILEAGE										
102	Staff-Misc. Conf/seminar				2,000	175	1,625	6,000	175	7,825	
103	Exec Board-Conferences				1,000		1,000	4,000	-	4,000	
104	International Convention						-	-	-	-	
105	Industries & Members Conferences				1,500	1,000	35	905	4,000	1,595	2,405
106	Misc. Members-Reimbursed					500	604	(104)	2,000	604	1,398
107	Total Conferences/Mileage				1,500	4,500	874	3,626	16,000	2,374	15,626
108											
109	STAFF MEETING & TRAINING										
110	Director Training				1,845	2,000		2,000	6,000	1,845	6,155
111	Staff - representation & political	4,360	7,456		662	10,000		10,000	40,000	12,476	27,522
112	Clerical Staff				1,392	259	800	323	4,000	1,975	1,226
113	Executive Staff				2,742	886	500	1,030	(230)	3,200	4,657
114	Tuition Reim-Internal Organizers					500		500	2,000	-	2,000
115	Tuition Reim-OPEIU					500		500	2,000	-	2,000
116	Total Staff Training	7,102	8,848		3,652	14,600	1,354	13,246	58,400	20,866	37,446
117											
118	EDUCATION & TRAINING										
119	Steward & Chief Steward Training					300		300	1,200	-	1,200
120	Executive Board					500		500	2,000	-	2,000
121	Education & Training Committee Meeting & Materials					4,000	29	3,971	16,000	29	15,971
122	Industry Training Events					2,000		2,000	6,000	-	6,000
123	Total Education & Training					6,800	29	6,771	27,200	29	27,171
124											
125	POLITICAL/SOCIAL INVOLVEMENT										
126	Candidates Account (\$0.10 per	7,930	3,412		9,579	6,000	9,902	(3,902)	24,000	36,823	(12,823)
127	Issues Account								-	-	-
128	Legal					4,000		4,000	16,000	-	16,000
129	Committee Meetings	91	86		68	300	1,298	(998)	1,200	1,542	(342)
130	Conferences					2,000		2,000	6,000	-	6,000
131	Electoral Staff/ Activity					300		300	1,200	-	1,200
132	Polis & Surveys					500		500	2,000	-	2,000

3 of 5 G:\Finance\Monthend\2007\0607\INC0607 0607 34\2007 6 53 PM

11.00 x 8.50 in

EXHIBIT F

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/\$46bfa9e-- Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/\$46bfa9e-- Microsoft Internet Explorer

Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

	B	M	P	R	S	T	AQ	AR	AS
		Mar	Apr	May	Jun				YTD - Four months
133	Special Printing	Actual	Actual	Actual	Budget	Actual	Budget	Actual	Actual
134	Subscriptions				230	200	800	-	800
135	Total Political/Social Invovl.	8,021	9,498	9,647	13,325	11,199	2,126	53,300	38,366
136									14,936
137	SOCIAL & ECONOMIC JUSTICE								
138	Committee Meetings			22	300	524	(224)	1,200	546
139	Conferences	778			300	300	1,200	778	422
140	Contributions/Solidarity	500			200	350	(50)	800	850
141	*** \$1.00 PER MEMBER	4,586	312	1,162	3,125	3,125	12,500	6,082	6,416
142	Total Social & Economic J	5,887	312	1,204	3,925	874	3,051	15,700	8,256
143									7,444
144	MEMBER INVOLVEMENT								
145	Memorabilia/Give away Memoe	927	20,716	17,280	5,000	6,235	(3,235)	20,000	47,157
146	Awards/Recognition	500			300	300	1,200	500	700
147	Planning & Event Prep				300	300	1,200	-	1,200
148	Ex Board / Advisory Board Reimbursement				500	500	2,000	-	2,000
149	Rally/Rental & Bus	3,570		1,945	4,000	780	3,240	16,000	6,275
150	Member Reimbursement/Lost time	283		831	5,000	5,000	20,000	1,114	18,686
151	Transportation & Vehicle Exper	134			500	500	2,000	134	1,666
152	Total Member Involvement	1,661	24,569	20,056	15,600	8,995	6,605	62,400	56,181
153									7,219
154	NEGOTIATIONS								
155	Printing Contracts	30,237			5,000	5,000	20,000	30,237	(10,237)
156	Meetings & Supplies	445	1,690	1,067	5,000	2,287	2,713	20,000	5,509
157	Negotiations Committee Food				5,000	5,000	20,000	-	20,000
158	Strike Preparations				1,000	1,000	4,000	-	4,000
159	Automatic Strike Fund Transfer (\$0.50 per member/mom)				18,750	18,750	75,000	-	75,000
160	Total Negotiations	30,682	1,690	1,067	34,750	2,287	32,463	139,000	36,746
161									103,264
162	MEETINGS & EVENTS								
163	Executive Board Meetings				100	2,000	2,000	8,000	108
164	Steward/Council meetings	294	99		5,484	4,500	4,961	18,000	10,839
165	SEIU Party & other events	2,596	5,896		22,719	7,000	1,585	5,435	28,000
									(4,765)

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9e22-dd5e7964333/546bf9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9e22-dd5e7964333/546bf9e94e249549d3054cc8155e47ff4a7224b25d456b-b72

Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

	B	M Mar	M Apr	P May	R Jun	S	T	AQ	AR	AS	
					Budget	Actual	better/(worse)	Budget	Actual	better/(worse)	
133	Special Printing				200	200	-	800	-	800	
134	Subscriptions				25	25	-	100	-	100	
135	Total Political/Social Involv.	8,021	9,498	9,847	13,325	11,199	2,126	53,300	38,365	14,935	
136											
137	SOCIAL & ECONOMIC JUSTICE										
138	Committee Meetings				22	300	524	(224)	1,200	546	854
139	Conferences		778		300	300	-	1,200	778	422	
140	Contributions/Solidarity		500		200	350	(150)	800	850	(50)	
141	*** \$1.00 PER MEMBER	4,588	312	1,182	3,125	3,125	-	12,500	6,082	6,418	
142	Total Social & Economic J	5,687	312	1,204	3,925	674	3,051	15,700	8,266	7,444	
143											
144	MEMBER INVOLVEMENT										
145	Memorabilia/Give away Member	927	20,716	17,280	5,000	6,235	(3,235)	20,000	47,157	(27,157)	
146	Awards/Recognition		500		300	300	-	1,200	500	700	
147	Planning & Event Prep				300	300	-	1,200	-	1,200	
148	Ex. Board / Advisory Board Reimbursement				500	500	-	2,000	-	2,000	
149	Rally Rental & Bus		3,570	1,945	4,000	760	3,240	16,000	6,275	9,725	
150	Member Reimbursement/Lost time		283	531	5,000	5,000	-	20,000	1,114	18,886	
151	Transportation & Vehicle Exper		134		500	500	-	2,000	134	1,866	
152	Total Member Involvement	1,561	24,569	20,056	15,600	8,995	6,605	62,400	56,181	7,219	
153											
154	NEGOTIATIONS										
155	Printing Contracts	30,237			5,000		5,000	20,000	30,237	(10,237)	
156	Meetings & Supplies	445	1,690	1,087	5,000	5,287	2,713	20,000	5,509	14,491	
157	Negotiations Committee Food				5,000	5,000	-	20,000	-	20,000	
158	Strike Preparations				1,000		000	4,000	-	4,000	
159	Automatic Strike Fund Transfer (\$0.50 per member/month)				18,750		18,750	75,000	-	75,000	
160	Total Negotiations	30,682	1,690	1,087	34,750	2,287	32,463	139,000	35,746	103,264	
161											
162	MEETINGS & EVENTS										
163	Executive Board Meetings				108	3,000	3,000	6,000	108	7,692	
164	Steward/Council meetings	294	99	5,484	4,500	4,961	(461)	18,000	10,839	7,161	
165	521 Party & other events	2,595	5,386		22,719	7,000	1,565	5,435	28,000	32,765	(4,765)

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf8e3e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf8e3e94e2-495f-9d30-54cc8155e47/f4a7224-b26d-455b-b72

5 / 5 79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of June 2007

B	M	P	R	S	T	AQ	AR	AS
	Mar	Apr	May	Jun		YTD - Four months		
170 REPRESENTATIVE DUES								
171 SEIU \$7.85 ea	571,918	388,333	397,907	430,848	412,368	16,482	1,723,392	1,768,523
172 SEIU Lindy Fund \$5.00ea	347,500	238,740	247,290	266,200	254,750	11,450	1,064,800	1,086,280
173 SEIU Retirees \$1.00ea	-	-	-	60	-	60	240	240
174 SEIU Associate Members-1.00	-	-	-	12	-	12	-	48
175 SEIU State Council-LC \$3ea	197,069	126,639	130,547	142,490	157,157	(14,667)	569,956	611,433
176 So Bay CLC \$0.55ea	20,898	11,230	11,172	12,100	16,311	(4,211)	48,400	59,611
177 SMCN CLC \$0.60ea	4,965	2,571	2,440	2,838	2,629	209	11,352	12,605
178 Fresno CLC \$2.35ea	510	1,619	1,950	2,800	2,237	564	11,200	6,315
179 Bakersfield CLC \$0.25ea	-	1,585	1,753	1,625	1,854	(229)	6,500	5,193
180 Monterey & Santa Cruz LC \$0.5	1,880	2,648	3,805	3,350	3,600	(300)	13,200	11,733
181 CA Labor Fed 50% X .47ea	13,261	8,901	9,167	9,049	9,501	(453)	36,190	40,829
182 Building Trades-SMCN	250	250	250	250	275	(25)	1,000	1,025
183 Total Representative Dues	1,158,271	780,517	806,081	871,570	860,678	10,892	3,486,260	3,605,547
184								
185 TOTAL EXPENSES	2,684,663	2,280,894	2,112,499	2,390,457	2,216,213	174,243	7,924,343	7,758,314
186								
187 TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	550,817	(2,500)	(21,997)	(19,498)	(10,000)	(388,996)
188								
189 VOLUNTARY TRANSFERS								
190 Building Funds	-	-	-	-	-	-	-	-
191 Automatic Legal Defense Fund			9,375				37,500	37,500
192 Strike Fund							-	-
193 Total Transfers	9,375	9,375	9,375	9,375	9,375	-	37,500	37,500
194 TOTAL INCOME LESS EXPEN	(652,272)	(293,294)	550,442	(11,875)	(31,372)	(19,498)	(47,600)	(426,496)

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfba9e- - Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfba9e-94e2-495f-9d30-54cc81f55e47/f4a7224-b26d-456b-b72

		12	-	48	-	48
174	SEIU Associate Members-100					
175	SEIU/ State Council-\$2.53ea	197,089	126,639	130,547	142,430	157,157
176	So Bay CLC \$0.55ea	20,898	11,230	11,172	12,100	16,311
177	SMCC CLC \$0.60ea	4,965	2,571	2,440	2,838	2,629
178	Fresno CLC \$0.35ea	510	1,619	1,950	2,000	2,237
179	Bakersfield CLC \$0.25ea	-	1,585	1,753	1,625	1,854
180	Monterey & Santa Cruz LC \$0.5	1,880	2,648	3,605	3,300	3,600
181	CA Labor Fed 50% x .47ea	13,261	9,901	9,167	9,048	9,501
182	Building Trades-SMCO	250	250	250	275	(25)
183	Total Representative Dues	1,158,271	780,517	806,081	871,570	860,678
184					10,892	3,486,260
185	TOTAL EXPENSES	2,584,663	2,280,694	2,112,499	2,390,457	2,216,213
186					174,243	7,924,343
187	TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	569,817	(2,500)	(21,997)
188					(19,498)	(10,000)
189	VOLUNTARY TRANSFERS					
190	Building Funds	-	-	-	-	-
191	Automatic Legal Defense Fund	-	-	9.375	-	37,500
192	Strike Fund	-	-	-	-	-
193	Total Transfers	9,375	9,375	9,375	9,375	-
194	TOTAL INCOME LESS EXPEN	(652,272)	(293,294)	560,442	(11,875)	(31,372)
					(19,498)	(47,500)
						(426,496)
						(378,998)

5 of 5 G:\Finance\Monthend\2007\0607\INC0607_0807.B45\2007.6.53 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/\$46bla9e - Microsoft Internet Explorer

1 / 5 79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of August 2007

B	J	N	P	S	U	V	W	Z	AC	AR	AS
	Mar	Apr	May	Jun	Jul	Aug			YTD - Six months		
2		Actual	Actual	Actual	Actual	Budget	Actual	better/worse)	Budget	Actual	better/worse)
3 TOTAL DUES RECEIPTS	1,937,972	1,950,196	2,061,404	2,192,557	2,224,147	2,376,957	2,412,425	35,456	14,261,744	13,376,703	(683,041)
4 OTHER INCOME											
5 Interest & Dividends	-	6,128	7,801	8,693	7,767	2,400	10,629	6,129	14,400	39,041	24,041
6 SMIH-SS Administrative Reimb	-	25,300	-	-	-	5,000	-	(5,000)	30,000	26,000	(5,000)
7 Sublease Rent	3,311	3,311	3,311	4,023	3,467	3,600	3,633	(64)	21,600	21,552	(48)
8 Misc Income	383	2,308	-	47	234	-	15	15	-	2,986	2,986
9 Total Misc. Income	3,694	36,777	10,912	11,659	11,497	11,000	14,081	3,081	66,000	88,580	22,580
10											
11 TOTAL GENERAL FUND INC.	1,941,686	1,996,975	2,072,316	2,194,216	2,235,604	2,387,957	2,426,506	38,548	14,327,744	13,467,263	(860,461)
12											
13 GENERAL FUND EXPENSES											
14											
15 ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	301,077	301,077	(C)	* 906,485	1,806,483	1
16											
17 SALARIES											
18 Admin Strkove	20,292	34,472	34,472	34,472	37,345	50,287	(12,922)	224,089	217,446	8,621	
19 Admin Support	15,732	18,304	32,301	32,294	32,224	37,874	54,555	(16,852)	226,041	185,471	43,571
20 Directors	63,466	65,826	65,981	71,093	70,314	93,898	105,810	(12,914)	503,376	442,064	61,312
21 Internal Organizers/Research	170,496	207,013	218,322	248,118	268,140	352,575	413,442	(19,874)	1,515,452	1,524,142	(8,660)
22 Clerical	68,721	67,066	54,179	55,439	66,801	56,579	97,339	(15,751)	411,472	383,544	27,228
23 Facilities	2,059	3,321	3,038	3,302	3,203	3,337	4,878	(1,541)	20,019	20,513	(464)
24 Data Base Services	17,192	21,396	22,830	23,847	23,361	23,217	38,212	(12,996)	139,299	144,856	(5,559)
25 Temp. Interna. Organizers/Res	2,888	3,442	5,190	2,954	9,863	5,000	2,615	2,385	30,000	26,981	3,039
26 Temp. Clerical/Support	916	645	4,276	5,743	9,402	3,000	5,663	(6,923)	16,000	26,974	(8,974)
27 Vacation & Comp. Time	5,611	655	5,067	5,921	4,294	25,331	13,090	12,247	15,930	34,840	117,347
28 Total Salaries	378,947	422,143	445,146	483,091	466,077	539,953	774,211	(234,258)	3,239,716	3,006,614	233,101
29 PAYROLL RELATED EXPENSES											
30 Pension	102,326	26,766	68,808	51,103	60,616	70,927	95,649	(26,022)	425,502	406,396	17,194
31 Payroll Taxes Expenses	30,412	47,561	26,190	39,002	26,278	50,662	52,763	(2,137)	303,973	225,236	78,737
32 Travel Staff/Admin	981	3,012	5,977	434	3,564	1,500	6,410	(4,910)	9,000	20,249	(11,249)
33 Travel Staff. Interna. Organizer	5,977	2,614	3,834	1,758	5,336	3,000	3,757	(757)	16,000	30,073	(12,073)
34 Mileage/Grs Reimb.-Admin & C	2,200	1,049	509	3,639	2,084	10,392	2,154	6,228	62,352	12,654	49,996
35 Mileage/Grs Reimb.-Internal O	16,992	17,263	17,106	19,717	22,220	21,475	19,249	2,237	128,850	112,242	16,606
36 Telephone Reimbursement	3,040	2,298	2,431	2,457	4,086	7,500	4,349	3,15*	45,000	16,660	26,340
	11.00 x 8.50 in										

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e- - Microsoft Internet Explorer												
http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-4951-9d30-54cc81f55e47/1ba8e6ec-1d65-4269-8d												
1	/ 5	I	Sign	Find								
7	Sublease Rent	3,311	3,311	3,311	4,625	3,457	3,500	3,535	(54)	21,600	21,552	(48)
8	Misc Income	383	2,308	-	47	234	15	15	-	2,996	2,988	
9	Total Misc Income	3,684	36,777	10,912	11,659	11,457	11,000	14,081	3,081	66,000	68,580	22,586
10												
11	TOTAL GENERAL FUND INC	1,941,666	1,996,975	2,672,316	2,194,216	2,238,804	2,387,957	2,426,506	38,548	14,327,744	13,467,283	(860,461)
12												
13	GENERAL FUND EXPENSES											
14												
15	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	301,077	301,077	(C)	1,806,465	1,806,465	1
16												
17	SALARIES											
18	Administrative	20,293	34,472	34,472	34,472	34,472	37,345	50,267	(12,922)	224,099	217,446	6,621
19	Admin Support	15,732	18,304	32,391	32,224	32,224	37,674	54,656	(16,882)	226,041	185,471	40,571
20	Directors	63,456	65,528	65,551	71,023	70,314	83,956	105,610	(27,614)	503,376	442,094	61,312
21	Internal Organizers/Research	170,400	207,213	216,022	249,019	256,140	282,575	413,442	(190,874)	1,615,452	1,624,142	(9,690)
22	Certific	58,721	67,066	54,176	55,439	66,802	58,579	57,392	(16,751)	41,472	393,544	27,928
23	Facilities	2,069	3,351	3,046	3,362	3,203	3,337	4,675	(1,541)	20,019	20,513	(464)
24	Data Base Services	17,152	21,396	22,856	23,647	23,301	24,217	36,212	(12,926)	139,299	144,956	(5,659)
25	Temp. Interna Organizers/Res	2,889	3,442	5,190	2,654	6,902	6,000	2,615	2,395	(30,300)	26,995	3,039
26	Temp. Clerical Support	915	645	4,276	5,742	9,402	3,000	5,993	(2,993)	18,000	26,974	(8,974)
27	Vacation & Comp Time	5,011	665	5,067	5,021	4,264	35,337	13,000	12,241	15,996	34,640	17,347
28	Total Salaries	375,847	422,143	445,146	483,091	506,077	638,953	774,211	(234,258)	3,238,716	3,006,614	233,101
29	PAYROLL RELATED EXPENSES											
30	Pension	102,320	28,702	58,908	61,123	60,816	70,927	28,642	(26,022)	425,582	406,356	17,194
31	Payroll Taxes Expenses	30,413	67,561	29,190	29,032	26,278	50,882	52,793	(1,131)	303,973	225,235	79,737
32	Trave Staff Admin	951	3,012	5,877	434	3,564	1,500	6,413	(4,910)	6,000	26,249	(11,249)
33	Trave Staff Interna Organizer	5,977	9,614	3,834	1,756	6,336	3,000	3,767	(757)	15,000	36,073	(12,073)
34	Mileage/ln Reimb:Admin & C	2,208	1,049	569	3,639	3,064	10,392	2,164	6,235	32,352	2,054	49,696
35	Mileage/ln Reimb:Internal O	16,982	17,263	17,106	19,717	22,226	21,475	19,248	2,227	138,850	112,242	10,608
36	Telephone Reimbursement	3,040	2,298	2,431	2,457	4,046	7,500	4,243	3,151	45,000	8,000	26,340
37	Retiree Health Exp	3,410	7,068	2,334	3,235	7,066	5,751	6,662	(866)	34,203	30,803	3,600
38	Retire Benefit Trust Fund									62,400	62,400	-
39	Benefits-Health: Dental, Vis on	64,218	189,515	111,093	114,659	144,601	153,715	52,661	74,057	892,306	742,947	239,356
40	Workers Comp Insurance	23,737	7,613	7,613	12,613	7,613	20,598	7,613	13,055	124,190	66,802	57,386
41	Recruiting exp	900	1,364	1,331	1,175	1,271	1,000	1,501	(501)	6,000	7,552	(1,582)
42	Vacancy Rate (saving)									(56,152)	(629,995)	(529,096)
43	Total Payroll Related Expe	293,572	336,154	247,127	260,491	299,087	278,790	301,414	(22,624)	1,672,741	1,737,815	(65,074)
44												
45	Total Salaries & Payroll Expe	669,519	758,297	682,272	743,592	805,134	918,743	1,075,625	(256,882)	4,912,457	4,744,429	160,028
46												

G:\Finance\Monthend\2007\0607\NCC907.C907 9/26/2007 1:11 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e

2 / 5 19.4% Sign Find

SEIU Local 521
Financial Statement
For the month of August 2007

	B	J	M	P	S	Jun	V	X	Aug	Z	AC	AR	AS
		Mar	Apr	May	Jun	Jul							
		Actual	Actual	Actual	Actual	Actual	Budget	Actual	better/worse	Budget	Actual	better/worse	
2													
47													
48 MISCELLANEOUS													
49 Agency Fee/Assoc. Exp.													
50 Capital Fund Expense	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	66,000	66,000	-	
51 Admin exp share w chapter	375	40	302							6,000	6,000	-	
52 Free Life Insurance to members (SCR. MRY &	1,200	2,494	1,227	1,026	6,890	1,227	5,573			6,000	7,117	5,283	
53 Chapter Fund Reimbursement:	3,068	3,074	3,119	3,893	4,249	4,300	4,191	(191)		40,800	7,135	33,866	
54 Dodge Scholarship	1,600	1,500	1,500	1,500	1,500	1,500	1,500			24,000	22,210	1,700	
55 Good & Welfare										9,000	9,000	-	
56 UFW & L'B77 ADMIN EXPEN	181,538	189,940	14,356	39,412	167,420	-	21,011	(2,011)		21,000	262	21,338	
57 Hanford - Shawian Expenses	-	-					10,000	-10,000		613,897	(613,897)		
58 Ex-Board Stipend	-	-					2,200	-2,200	(2,200)	-	20,000	(20,000)	
59 Total Miscellaneous	199,198	207,663	33,732	58,032	198,395	28,900	52,391	(23,491)		173,400	749,411	(576,011)	
60													
61 ARBITRATIONS & LEGAL													
62 Arbitrations Fees	7,545	3,000	1,761	6,374	7,911	3,100	1,753	1,342		18,800	31,279	(12,679)	
63 Refainer	13,202	8,905	21,791	11,237	27,134	21,740	20,117	6,233		130,440	102,637	27,303	
64 Court Costs										19,800	1,215	18,586	
65 Miscellaneous										3,000	-	3,000	
66 Total Arbitrations & Legal	20,807	12,905	24,787	19,611	35,045	28,640	21,875	6,765		171,840	135,030	36,810	
67													
68 FACILITIES													
69 Rent-SJC > 535SJC	32,716	37,873	37,731	37,643	37,597	34,922	32,827	2,098		209,532	216,197	(6,665)	
70 Rent-RWC	6,114	6,130	6,130	6,130	6,114	6,230	(316)			36,684	36,046	1,264	
71 Rent-Bakersfield apartment										6,150	-	6,150	
72 Rent-Fresno	6,653	273	11,792	11,425	11,402	6,920	6,863	47		41,400	48,600	(7,200)	
73 Rent-Santa Cruz Watsonville (750	7,383	7,326	7,329	7,333	7,329	7,329	4		43,998	37,450	6,548	
74 Rent-Visalia	2,167	661	925	661	661	730	920	(100)		4,200	6,895	(1,665)	
75 Utilities	13,136	5,504	18,082	18,092	16,341	16,200	17,165	1,334		109,200	66,329	23,871	
76 Kitchen Sundries	1,716	2,550.93	2,152	2,328	(1,337)	3,520	5,432	(1,932)		21,000	12,843	8,167	
77 Gen. Lab. Ins. & Property Tax	5,417	6,617	5,433	5,093	9,215	16,033	5,417	12,616		104,197	36,920	69,207	
78 Building Maintenance/Security	7,048	11,763	8,008	17,651	13,285	2,000	14,082	15,032		54,030	73,257	(19,257)	
79 Total Admin - Facilities	76,806	77,359	98,187	107,255	99,626	106,227	96,237	9,990		837,361	555,460	81,893	
80													

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab3e94e2495f9d30-54cc81f55e47/1ba8e6ec-1d65-4269-8d - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab3e94e2495f9d30-54cc81f55e47/1ba8e6ec-1d65-4269-8d

3 / 5 Sign Find

SEIU Local 521
Financial Statement
For the month of August 2007

	B	J	M	P	S	V	X	V	Z	AC	AR	AS	
		Mar	Apr	May	Jun	Jul	Aug			YTD - Six months			
2		Actual	Actual	Actual	Actual	Actual	Budget	Actual	better/worse:	Budget	Actual	better/worse:	
21	Miscellaneous		750				700	0	+200	6,000	750	5,250	
22	Total Admin - Offices	60,195	63,051	59,864	57,876	58,312	75,600	55,318	24,282	477,600	336,316	141,284	
24	COMMUNICATIONS												
25	Printing	12,936	11,796	7,961	11,183	3,342	6,000	1,787	-6,213	48,000	48,826	1,806	
26	Paper	2,446	1,244	2,404	3,639	2,473	4,000	411	-3,589	24,000	2,595	11,416	
27	Website/Station/communicator	718	769	463	310	261	1,500	303	-197	6,000	2,835	8,165	
28	Telephone & Internet	13,223	11,744	13,188	18,048	11,987	18,000	12,207	5,793	108,000	60,397	27,933	
29	Postage	7,775	3,464	7,296	2,842	8,076	6,000	8,703	(7,709)	36,000	38,590	(2,580)	
100	Professional Fees/Translations		55	120	195			1,000	-100	6,000	370	5,930	
101	Total Communications	36,998	29,125	31,342	35,964	26,016	38,500	23,416	15,084	231,000	183,843	47,457	
102													
103	CONFERENCES/MILEAGE												
104	Staff-Mem Cont/Seminar				175		2,000	575	-1,425	12,000	750	11,250	
105	Exec Board-Conferences						1,000	-1,000	-	6,000	-	6,000	
106	International Convention						-	-	-	-	-	-	
107	Industries & Members Conferences												
108	Misc Members-Reimbursed												
109	Total Conferences/Mileag												
110													
111	STAFF MEETING & TRAINING												
112	Director Training				1,845		2,000	2,000	12,000	1,845	10,156		
113	Staff - representation & politica	4,300	7,456	662			10,000	5,075	4,924	50,000	7,555	42,446	
114	Clerical Staff		1,362	269	323	177	900	565	232	4,800	2,719	2,081	
115	Executive Staff	2,742		686	1,030		900		800	4,800	4,897	143	
116	Tutor Rem-Internal Organizers						500		500	3,000	-	3,000	
117	Tutor Rem-OPEIU						500		500	3,000	-	3,000	
118	Total Staff Training	7,102	8,848	3,652	1,354	177	14,600	5,644	8,956	67,600	26,776	60,825	
119													
120	EDUCATION & TRAINING												
121	Steward & Chief Steward Training						300	300	1,800	-	1,800		
122	Executive Board						500	500	3,000	-	3,000		
123	Educator & Training Committee Meeting & Materials						29	4,000	4,000	24,000	29	23,971	
124	Industry Training Events							2,000	2,000	12,000	-	12,000	
125	Total Education & Trainin						29	-	6,800	6,800	40,800	29	40,771

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f433/546bfba9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f433/546bfba9e-94e2-495f-9d30-54cc81f5e47/1ba8e6ec-1d65-4269-8d

	12,930	11,700	7,881	11,160	3,342	8,000	7,787	8,213	48,000	48,000	(800)
95 Printing											
96 Paper	2,445	1,244	2,404	3,659	2,473	4,000	411	3,589	24,000	2,885	11,416
97 Telephone/Station/communicatio/	719	769	463	313	231	1,500	303	1,127	6,000	2,835	5,165
98 Telephone & Internet	13,222	11,744	13,188	18,048	11,937	16,000	12,207	5,793	108,000	50,387	27,033
99 Postage	7,775	3,484	7,296	2,642	8,076	6,000	6,753	12,739	36,000	38,590	(2,580)
100 Professional Fees/Translations	65	120	105			1,000		1,000	6,000	370	5,030
101 Total Communications	36,998	29,125	31,342	35,964	26,610	38,500	23,416	15,084	231,000	103,543	47,487
102											
103 CONFERENCES/MILEAGE											
104 Staff-Msc Conf/Seminar				175		2,000	575	1,425	12,000	750	11,250
105 Exec Board-Conferences						1,000	1,000	6,000	-	6,000	
106 International Convention											
107 Industries & Members Conferences				1,500	35	1,000	1,000	6,000	1,595	4,405	
108 Misc Members-Reimbursed					654	500	530	3,000	604	2,308	
109 Total Conferences/Mileag:				1,800	874	4,500	575	3,925	27,000	2,949	24,051
110											
111 STAFF MEETING & TRAINING											
112 Director Training				1,845		2,000	2,000	12,000	1,845	10,150	
113 Staff - representation & polica	4,383	7,456	662			10,000	5,076	4,924	60,000	7,555	42,446
114 Clerical Staff		1,362	269	323	177	900	508	232	4,800	2,719	2,081
115 Executive Staff		2,742		688	1,033	900	900	800	4,800	4,657	143
116 Tuition Rem.-Internal Organizers						500	500	3,000	-	3,000	
117 Tuition Rem.-CPEIJ						500	500	3,000	-	3,000	
118 Total Staff Training	7,102	8,848	3,652	1,354	177	14,800	5,644	8,956	87,600	26,776	60,825
119											
120 EDUCATION & TRAINING											
121 Steward & Chief Steward -Training						300	300	1,800	-	1,800	
122 Executive Board						500	500	3,000	-	3,000	
123 Education & Training Committee Meeting & Materials				29		4,000	4,000	24,000	29	23,371	
124 Industry Training Events						2,000	2,000	12,000	-	12,000	
125 Total Education & Trainin:				29		6,800	6,800	40,000	29	40,771	
126											
127 POLITICAL/SCCIAL INVOLVEMENT											
128 Candidates Account -\$0.10 per	7,933	9,412	9,570	9,602	4,061	6,000	2,004	3,995	36,000	42,917	(6,917)
129 Issues Account							2,003	(2,003)	-	2,003	(2,003)
130 Legal						4,000	4,000	24,000	-	24,000	
131 Commitee Meetings		61	66	68	1,235	300	401	101	1,800	1,044	(144)
132 Conferences						500	2,000	2,000	12,000	500	11,490
133 Electoral Staff Activity						300	300	1,800	-	1,800	
134 Polls & Surveys						247	500	500	3,000	247	2,763
135 Special Printing						200	200	1,200	-	1,200	
136 Subscriptions						25	25	150	-	150	

G:\Finance\Monthere\2007\0607\INC0807.C807.9.06.2007 1:11 PM

3 of 6

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfba9e... - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfba9e94e2495f9d30-54cc81f55e47/1ba8e5ec-1d65-4269-8d

79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of August 2007

	B	J	M	P	S	V	X	V	Z	AC	AP	AS	
		Mar	Apr	May	Jun	Jul	Aug			YTD - Six months			
2													
137	Total Political/Social Involve	Actual	Actual	Actual	Actual	Actual	Budget	Actual	better/worse	Budget	Actual	better/worse	
138		8,021	9,498	8,647	11,199	4,846	13,325	4,408	8,917	79,850	47,620	32,330	
139	SOCIAL & ECONOMIC JUSTICE												
140	Committee Meetings			22	524		300	350	(56)	1,800	304	696	
141	Conferences	778					300	123	107	1,800	971	829	
142	Contributions/Solidarity	500			350		200	300	(100)	1,200	1,150	50	
143	*** \$1.00 PER MEMBER	4,588	312	1,182	2,447	3,125	5,844	(5,719)	18,750	17,413	1,357		
144	Total Social & Economic	6,667	312	1,204	874	2,447	3,925	9,696	(6,771)	23,850	20,438	3,112	
145													
146	MEMBER INVOLVEMENT												
147	Memorabilia/Give away Memb	927	20,716	17,280	8,235	21,247	5,000	52,260	(77,260)	30,000	150,695	(120,665)	
148	Awards/Recognition	500					300	300	-	1,800	500	1,300	
149	Planning & Event Prep						300	300	-	1,800	-	1,900	
150	Ex Board / Advisory Board Reimbursement						500	500	-	3,000	-	3,000	
151	Rally Rent & Bus	3,570		1,945	750		4,000	74	3,926	24,000	6,349	17,651	
152	Member Reimbursement/Lost time	283		831		1,414	5,000	659	4,431	30,000	3,037	26,903	
153	Transportation & Vehicle Expen	134					500	500	-	2,000	134	2,806	
154	Total Member Involvement	1,361	24,569	20,056	8,995	22,641	15,600	82,903	(67,303)	93,600	160,745	(67,145)	
155													
156	NEGOTIATIONS						507	5,300	(447)	5,447	30,000	30,297	(207)
157	Printing Contracts	30,237					507	5,300	(447)	5,447	30,000	30,297	(207)
158	Meetings & Supplies	446	1,690	1,067	2,297	2,656	5,000	6,627	(1,627)	30,000	4,692	15,308	
159	Negotiations Committee Food						5,000	5,000	-	30,000	-	30,000	
160	Strike Preparations						1,000	1,000	-	6,000	-	6,000	
161	Automatic Strike Fund Transfer (80.50 per member/mo.)						16,750	16,750	-	112,500	-	112,500	
162	Total Negotiations	30,682	1,690	1,067	2,287	3,163	34,750	6,081	28,669	208,600	44,989	163,611	
163													
164	MEETINGS & EVENTS												
165	Executive Board Meetings			*08		666	2,000	210	720	12,000	962	11,018	
166	Steward/Council meetings	264	69	5,464	4,051	4,261	4,500	26	4,474	27,000	*6,146	11,954	
167	E21 Party & other events	2,905	5,686	22,719	* 655		7,000	3,515	3,484	42,000	38,281	5,719	
168	Advisory Board Meetings	16,570		-			10,000	2,781	7,339	60,000	*8,331	41,666	
169	Miscellaneous						200	200	-	1,200	-	1,200	
170	Total Meetings & Events	18,458	5,985	26,311	6,526	4,948	23,700	6,513	17,187	142,200	70,740	71,460	

11.00 x 6.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab9e - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab9e-94e2-495f-9d30-54cc81f55e47/1ba0e6ec-1d65-4269-8d

141	Conferences	776		300	193	107	1,800	971	829
142	Contributions/Solidarity	500		350	200	300	(100)	1,200	1,150
143	*** \$1.00 PER MEMBER	4,588	312	1,182	2,427	3,125	8,844	(6,719)	16,790
144	Total Social & Economic	5,867	312	1,204	2,427	3,925	9,696	(5,771)	23,650
145									20,438
146									3,112
147	MEMBER INVOLVEMENT								
147	Memorabilia/Give away Member	927	20,716	17,280	6,235	21,247	5,390	62,260	+77,260
148	Awards/Recognition	500					300	300	500
149	Planning & Event Prep						300	1,800	-
150	Ex Board / Advisory Board Reimbursement						500	500	3,000
151	Rally Rents & Bus	3,570		1,946	750	4,000	74	3,926	24,000
152	Member Reimbursement/Lost time	283		631		1,414	5,000	556	4,431
153	Transportation & Vehicle Exper	134					500	500	3,000
154	Total Member Involvement	1,561	24,569	20,956	6,995	22,661	15,800	82,903	(67,303)
155								93,000	160,745
156									(67,145)
157	NEGOTIATIONS								
157	Printing Contracts	30,237				507	5,000	(447)	5,447
158	Meetings & Supplies	446	1,500	1,087	2,297	2,056	5,000	6,627	(1,527)
159	Negotiations Committee Food						5,000	5,000	30,000
160	Strike Preparations						1,000	1,000	6,000
161	Automatic Strike Fund Transfer (\$0.50 per member-month)						16,750	16,750	112,500
162	Total Negotiations	30,882	1,690	1,087	2,287	3,163	34,750	6,081	28,669
163								298,500	44,989
163									163,811
164	MEETINGS & EVENTS								
165	Executive Board Meetings			109		606	2,000	210	1,700
166	Steward/Council Meetings	204	60			4,281	4,500	28	4,474
167	Party & other events	2,600	5,686	22,740	- 655		7,000	3,610	3,454
168	Advisory Board Meetings	10,570		-			10,300	2,751	7,239
169	Miscellaneous						200	200	1,200
170	Total Meetings & Events	10,458	5,985	28,311	6,526	4,946	23,700	6,513	17,187
171								142,200	70,740
									71,460

4 of 5

G:\Finance\Monthend\2007\08CT\NCC037.0807.9-26/2007 1:11 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/1ba8e6ec-1d65-4269-8d

5 / 5 79.4% Sign Find

SEIU Local 521
Financial Statement
For the month of August 2007

	B	J	M	P	S	V	X	Y	Z	AC	AR	AS
		Mar	Apr	May	Jun	Jul				YTD - Six months		
	Actual	Actual	Actual	Actual	Actual	Budget	Actual	better/worse)	Budget	Actual	better/worse)	
<u>2</u>												
<u>172 REPRESENTATIVE DUES</u>												
<u>173 SEIU \$7.05 ea</u>	571,918	386,333	307,907	412,388	424,540	430,848	417,300	13,546	2,588,096	2,810,333	(25,275)	
<u>174 SEIU Unity Fund \$5.00ea</u>	347,500	238,740	247,290	254,750	266,260	266,200	263,385	2,835	1,697,200	1,816,935	(19,705)	
<u>175 SEIU Retirees \$1.00ea</u>	-	-	-	-	-	-	80	602	(642)	360	602	(242)
<u>176 SEIU Associate Members-\$1.00</u>	-	-	-	-	-	-	12	-	12	72	-	72
<u>177 SEIU State Council-\$2.52ea</u>	167,066	126,636	130,547	157,157	139,966	142,490	148,237	(5,747)	854,938	899,855	(44,717)	
<u>178 So Bay CLC \$2.55ea</u>	20,896	11,330	11,172	19,311	14,062	12,100	16,062	(3,952)	72,600	66,875	(17,075)	
<u>179 SMCO CLC \$0.60ea</u>	4,065	2,571	2,446	2,639	2,371	2,935	2,165	653	17,026	17,133	(103)	
<u>180 Fresno CLC \$0.35ea</u>	510	1,619	1,950	2,237	1,967	2,900	2,195	602	16,500	10,490	6,320	
<u>181 Bakersfield CLC \$0.26ea</u>	-	1,585	1,753	1,854	1,760	528	809	(153)	6,750	8,760	990	
<u>182 Monterey & Santa Cruz LC \$0</u>	1,683	2,648	3,900	3,620	4,264	3,300	3,682	(659)	19,800	20,006	(206)	
<u>183 CA Labor Fed 50% X .47ea</u>	13,201	9,901	9,167	9,531	9,830	9,048	9,720	(673)	54,285	60,379	(6,094)	
<u>184 Building Trades-SMCO</u>	260	260	260	275	276	250	275	(25)	1,500	1,575	(75)	
<u>185 Total Representative Dues</u>	1,166,271	780,517	806,081	860,678	864,274	871,570	865,710	5,860	5,229,421	5,335,631	(106,110)	
<u>186</u>												
<u>187 TOTAL EXPENSES</u>	2,694,663	2,280,094	2,112,499	2,216,213	2,410,840	2,390,457	2,607,469	(217,013)	14,342,744	14,220,478	122,265	
<u>188</u>												
<u>189 TOTAL INCOME LESS TOTAL</u>	(642,997)	(283,919)	559,817	(21,997)	(183,236)	(2,500)	(180,964)	(178,465)	(10,000)	(388,936)	(378,998)	
<u>190</u>												
<u>191 VOLUNTARY TRANSFERS</u>												
<u>192 Building Funds</u>	-								56,250	56,250	-	
<u>193 Automatic Legal Defense Fund</u>									-	-	-	
<u>194 Strike Fund</u>	-								-	-	-	
<u>195 Total Transfers</u>	9,375	9,375	9,375	9,375	6,375	9,375	9,275	-	56,250	56,250	-	
<u>196 TOTAL INCOME LESS EXPENSES</u>	(652,272)	(293,294)	550,442	(31,372)	(192,611)	(11,875)	(190,339)	(178,465)	(47,500)	(426,496)	(378,998)	

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa3e-94e2-495f-9d30-54cc81f5e47/1ba8e6ec-1d65-4269-8d

Print | Back | Home | Stop | Refresh | Sign In | Find |

176 SEIU Associate Members-1 CO	-	-	-	12	-	12	-	-	72		
177 SEIU State Council-\$2,53ea	197,080	126,939	130,547	157,157	136,910	142,490	148,237	(5,747)	854,035	899,055	(44,771)
178 So Bay CLC \$2,55ea	20,306	11,230	11,172	10,311	14,012	12,130	15,062	13,982	72,930	86,075	(17,076)
179 SMCO CLC \$0,65ea	4,000	2,571	2,440	2,629	2,371	2,935	2,155	693	17,028	17,131	1,031
180 Fresno CLC \$0,35ea	512	1,619	1,980	2,237	1,907	2,890	2,195	632	16,800	10,480	6,320
181 Bakersfield CLC \$0,25ea	-	1,585	1,753	1,854	1,780	1,825	1,855	(193)	6,750	8,780	960
182 Monterey & Santa Cruz LC \$0	1,880	2,648	3,006	3,630	4,264	3,300	3,689	(589)	19,930	20,006	(26)
183 CA Labor Fed 50% X, 47ea	13,261	8,901	9,167	9,531	9,810	9,048	9,720	(873)	54,235	60,379	(6,064)
184 Building Trades-SMCO	250	260	263	275	276	250	275	(26)	1,900	1,875	(75)
185 Total Representative Dues	1,158,271	780,517	806,881	860,678	864,274	871,570	865,710	5,860	5,229,421	5,333,631	(106,110)
186											
187 TOTAL EXPENSES	2,584,543	2,280,894	2,112,409	2,216,213	2,410,840	2,390,457	2,607,469	(217,013)	14,342,744	14,220,478	122,265
188											
189 TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	350,817	(21,997)	(183,236)	(2,500)	(180,964)	(178,465)	(10,000)	(368,996)	(378,998)
190											
191 VOLUNTARY TRANSFERS											
192 Building Funds	-	-	-	-	-	-	-	-	50,250	56,250	-
193 Automatic Legal Defense Fund	-	-	-	-	-	-	-	-	-	-	-
194 Strike Fund	-	-	-	-	-	-	-	-	-	-	-
195 Total Transfers	9,375	9,375	9,375	9,375	9,375	9,375	9,375	-	50,250	56,250	-
196 TOTAL INCOME LESS EXPENSES	(652,272)	(283,294)	550,442	(31,372)	(192,611)	(11,875)	(190,339)	(178,465)	(47,500)	(426,496)	(378,998)

5 of 6

G:\Finance\Monthend\2007\0807\INC0907.0907.0907 9:26:2007 1:11 PM

11.00 x 8.50 in

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-- Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/20b5eee4-4078-42fa-81

Sign In Find

B J M P S For the: Mar Apr May Jun

Actual Actual Actual Actual

	B	J	M	P	S	For the:
						Mar
1						
2	TOTAL DUES RECEIPTS					
3	OTHER INCOME					
4	Interest & Dividends					
5	SEIUHSS Administrative Rent					
6	Subsidies Rent	3,311	3,311	3,311	4,926	
7	Misc. Income	383	2,306	7	47	
8	Total Misc. Income	3,694	36,777	10,912	5,973	11,669
9						
10						
11	TOTAL GENERAL FUND IN	1,941,666	1,996,376	2,077,316	2,154,316	
12						
13	GENERAL FUND EXPENSES					
14						
15	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	
16						
17	SALARIES					
18	Administrative	26,263	34,472	34,472	34,472	
19	Admin Support	15,732	18,304	32,381	32,384	
20	Directors	63,466	66,628	66,628	71,063	
21	Internal Organization/Research	170,499	207,013	218,022	248,018	
22	Clinical	58,721	67,086	54,179	55,398	
23	Facilities	2,650	3,321	3,680	3,362	
24	Data Base Services	17,152	21,396	22,659	23,847	
25	Temp. Internal Organization/R	2,589	3,440	5,190	2,984	
26	Temp. Chemical Support	915	645	4,275	5,742	
27	Vacation & Comp Time	5,611	656	5,067	6,521	
28	Total Salaries	376,947	422,143	446,146	463,991	
29						
30	PAYROLL RELATED EXPENSES					
31	Pension	102,320	28,766	59,600	61,103	
32	Payroll Taxes Expenses	50,413	57,561	28,180	28,002	
33	Travel Staff Admin	951	3,012	5,877	434	
34	Travel Staff-Internal Organiz	5,977	9,614	3,634	1,758	
35	Alleged/Un. Reimb. Admin &	2,209	1,049	509	3,839	
36	Alleged/Un. Reimb.-Internal	15,982	17,953	17,106	19,717	
37	Telephone Reimbursement	3,040	2,286	2,481	2,457	
38	Retiree Health Exp	3,410	7,989	2,224	3,226	
39	Retiree Benefit Trust Fund					
40	Benefits(Health, Dental, Vac)	94,216	108,615	111,083	114,859	
41	Workers Comp Insurance	23,737	7,613	7,613	12,613	
42	Recruiting Exp	809	1,304	1,301	1,175	
43	Vacancy Rate (sewing)	283,572	328,164	347,157	260,461	
44	Total Payroll Related Exp					
45	Total Salaries & Payroll Exp	609,510	769,207	864,272	743,992	
46						
47						

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e... - Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bf9e... - Microsoft Internet Explorer

103% Sign Find

Financial Statement
month of September 2007

V	Y	AA	AB	Sep	AC	AO	YTD-Serene	
Jul	Aug	Actual	Budget	Actual	Budget	Actual	YTD-Serene	
		Actual	Budget	Actual	Budget	Actual	YTD-Serene	
57	2,224,147	2,412,425	2,378,857	2,587,623	400,000	14,688,101	16,268,39	
58	7,767	10,529	2,400	16,663	12,063	16,000	64,10	
59	5,157	3,356	5,000	3,991	(5,000)	26,610	26,06	
60	17	234	15	(370)	(370)	2,400	2,400	
61	11,467	14,981	11,000	16,073	7,573	77,400	106,46	
62	6	2,236,604	2,466,906	2,387,857	2,855,604	487,743	16,701,00	16,268,39
63	7	301,077	301,077	301,077	301,077	(9)	2,107,902	2,107,902
64	12	34,672	50,267	37,246	50,943	6,300	20,071	20,071
65	6	32,224	54,558	37,674	56,162	9,482	26,715	21,36
66	5	10,514	105,610	63,680	68,789	7,157	50,772	51,500
67	6	288,140	413,448	252,575	275,800	(23,225)	78,021	1,763
68	6	61,002	87,396	68,579	80,864	8,714	49,038	49,038
69	5	3,203	4,876	3,337	3,260	(82)	23,868	23,868
70	6	20,961	36,212	28,219	28,637	(621)	10,000	10,000
71	5	5,963	2,615	5,000	5,223	1,777	24,000	20,16
72	5	9,403	6,983	3,000	9,720	(9,720)	20,000	20,000
73	5	4,294	13,000	25,331	9,408	15,823	17,518	14,04
74	5	60,077	774,211	68,989	821,110	18,843	32,000	32,000
75	5	60,615	98,949	70,827	94,119	6,400	29,000	27,46
76	5	21,278	62,768	60,682	53,063	17,280	56,433	56,433
77	5	3,984	6,410	1,600	4,020	(2,520)	10,000	24,00
78	5	6,336	3,757	3,000	6,589	(2,889)	21,000	30,00
79	5	3,084	2,164	10,302	2,194	8,208	72,744	14,000
80	5	22,226	19,248	21,775	19,639	1,869	16,000	16,000
81	5	4,065	4,340	7,000	3,198	4,300	10,000	21,00
82	5	6,969	6,560	3,761	6,069	(360)	10,000	9,637
83	5	10,400	10,400	10,400	10,400	-	75,000	75,000
84	5	14,301	89,861	103,718	154,635	6,702	110,000	97,36
85	5	7,673	7,673	20,000	7,673	13,000	10,000	7,673
86	5	1,271	1,501	1,000	1,519	(519)	7,000	8,101
87	5	209,687	301,414	271,700	312,688	(32,688)	65,257	65,257
88	5	600,134	1,075,025	811,743	834,748	(15,025)	200,000	198,777

8.49 x 10.97 in

ID - Seven months	AR	AS	1	B	J	Mar	
			Actual				A
18,262,426	Beginning Balances	(312,776)					
26,000	44,104	97,304	(10,400)				
2,400	2,400	2,400	(257)				
10,465	10,465	23,065					
1,027,846			(1,027,846)				
249,398	13,018						
50,463	50,463		(50,463)				
518,025	94,449						
4,449	61,210		(4,449)				
4,449	36,642		(4,449)				
67	67		(67)				
68 FACILITIES							
69 Rent-SLC + 535SLC			32,716				
70 Rent-RWC			6,114				
71 Rent-Bakersfield apartment							
72 Rent-Fresno			6,653				
73 Rent-Santa Cruz, Watsonville			780				
74 Rent-Yakima			2,167				
75 UTILITIES			13,135				
76 Kitchen Supplies			1,716				
77 Gen. Lab., Inv. & Property Tax			5,417				
78 Building Maintenance/Security			7,668				
79 Total Admin - Facilities			70,068				
81 ADMINISTRATIVE - OFFICES							
82 Audit/Proc. Fees			910				
83 Subscriptions							
84 Office Supplies			6,184				
85 Office Equipment/Lessons			36,582				
86 Equipment Maintenance & R			3,625				
87 Contributions							
88 Research Material & Data							
89 Data Implementation							
90 Computer Database Services							
91 Miscellaneous							
92 Total Admin - Offices			61,186				

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer P

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/20b5eee4-4078-42fe-81

Find

For the month of September 2007

	M	P	S	V	Y	AA	AB	
	Apr	May	Jun	Jul	Aug		Sep	
Actual	Actual	Actual	Actual	Actual	Budget	Actual	Actual	
1,000	1,000	1,000	1,000	1,000	11,000	12,738	12,738	
40	302				1,000	1,000	1,000	
1,200	2,454	1,227	1,026	1,227	6,600	6,600	6,600	
3,074	3,119	3,893	4,249	4,191	4,000	4,000	4,000	
1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	
109,649	14,359	39,412	187,420	21,011	175,580	181,580	181,580	
			10,000	10,000	10,000	10,000	10,000	
			2,200	2,200	1,500	1,500	1,500	
207,669	32,792	64,992	188,236	62,381	20,666	20,666	20,666	
3,900	1,781	6,374	7,911	1,758	3,100	9,625	9,625	
8,985	21,761	11,237	27,134	20,117	21,740	23,670	23,670	
1,215					3,300			
12,986	26,717	19,814	36,045	21,078	20,946	20,661	20,661	
37,673	37,731	37,643	37,587	32,827	34,923	31,282	31,282	
6,114	6,150	6,130	6,130	6,330	6,114	6,330	6,330	
					1,926			
273	11,793	11,425	11,402	6,853	6,853	6,853	6,853	
7,383	7,329	7,329	7,329	7,329	7,333	7,333	7,333	
661	661	661	661	661	760	661	661	
5,500	18,063	16,099	15,341	17,186	18,220	14,361	14,361	
2550,80	2,463	2,328	(1,357)	5,432	3,500	4,559	4,559	
5,417	5,433	8,069	9,216	5,417	10,553	6,314	6,314	
11,703	6,800	17,551	13,268	14,082	9,000	10,859	10,859	
77,368	94,017	167,286	98,928	86,227	106,227	80,228	80,228	
801	13,028	1,471	1,148	13,752	10,000	1,029	1,029	
171	667	-	115	226	300	269	269	
4,388	13,187	5,770	9,420	7,008	7,000	9,050	9,050	
9,676	26,729	43,986	32,548	26,996	40,000	31,215	31,215	
	5,919	6,270	5,761	5,384	6,000	5,25	5,25	
					2,000			
2,462	777	777	324	62	600			
760			0	1,000	5,653			
63,661	63,584	67,978	60,312	56,316	70,960	67,929	67,929	

AB	AC	AD	AR	AS
Sep				YTD - Some months
Actual	Budget		Actual	Actual (YTD)
12,738 1,000	(8,738) 7,000	7,000 7,000	63,738 7,000	(6,738) 6,289
1,123	5,677 4,000	7,000 20,000	6,289 22,210	56,342 5,790
1,500	-	10,500	10,500	10,500
181	3,400 (115,500)	25,200 (10,000)	455 70,200	24,747 (70,200)
204,630	(174,730)	882,300	882,300	882,300
1,282 6,030 1,525 3,300 502 (4,761)	3,940 (219) 10,700 10,700 3,300 20,000	21,700 (11,850) 152,400 21,000 3,300 152,400	41,400 (19,400) 158,118 21,000 3,300 158,118	(19,400) 20,007 117,000 3,300 158,241
10,859 8,028	12,310 74,000	62,000 62,000	105,431 121,216	113,Staff - rep 113,Exec. Board
1,029 2,259 9,050 31,213 725	6,971 2,241 (2,050) 8,787 7,275	75,000 32,233 40,000 200,000 58,000	32,233 87,767 40,000 200,000 58,000	114,000 123,Committees 123,Issues Acc 123,Legal 131,Committee 132,Conference 133,Editorial S 134,Public & Rel. 135,Special Proj. 136,Subscription 137,Total P.
6,653 4,447 1,000	31,771	10,677 10,000	10,677 10,000	10,677 10,000
67,920		306,148		173,004

	B	J	M	P	S	Jun	For the m
	Actual	Actual	Actual	Actual	Actual	Actual	Fin
2 COMMUNICATIONS							
94 Printing	12,636	11,798	7,881	11,160			
96 Paper	2,445	1,244	2,404	3,690			
97 Website/Station/communicat	719	789	463	310			
98 Telephones & Internet	13,223	11,144	13,188	10,048			
99 Postage	7,775	3,484	7,290	2,842			
100 Professional Fees/Translations			55	120			
101 Total Communications	36,988	26,128	31,942	35,904			
102 CONFERENCES/MEETINGS							
104 Staff/Mac. Conf/Seminar							175
105 Exec. Board-Conferences							
106 International Convention							
107 Industries & Members Conferences							
108 Misc. Member-Reimbursed							
110 Total Conferences/Meetings							
111 STAFF MEETING & TRAINING							
112 Director Training							
113 Staff - representation & politi	4,300	7,486	692				
114 Clerical Staff		1,382	259				
115 Executive Staff	2,742		698				
116 Tuition Rgm. Internat Organizers							
117 Tuition Rgm. OFFCU							
118 Total Staff Training	7,102	8,844	3,682	1,364			
120 EDUCATION & TRAINING							
121 Steward & Chief Steward Training							
122 Executive Board							
123 Education & Training Committee Meeting & Materials							
124 Industry Training Events							
125 Total Educators & Train							
126 POLITICAL/SOCIAL INVOLVEMENT							
127 Candidates Account (\$0.10 F	7,930	8,412	9,378	9,802			
128 Issues Account							
129 Legal							
131 Committees Meetings		91	86	46			
132 Conferences							
133 Editorial Staff Activity							
134 Polls & Surveys							
135 Special Printing							
136 Subscriptions							
137 Total Political/Social Inv	8,021	9,488	9,647	11,100			

TD - Seven months

	AR	AS
Total	8	J
		Mar
		Act
1	2	
		Actual
138	138	
SOCIAL & ECONOMIC JUSTICE	138	
140 Committee Meetings	13,800	
141 Conferences	778	
142 Contributions/Solidarity	500	
143 \$1.00 PER MEMBER	4,588	
144 Total Social & Economic	5,087	
207.176	42,828	
145 MEMBER INVOLVEMENT	145	
146 Memorabilia/Give away Mail	927	
147 Awards/Recognition	500	
148 Planning & Event Prep	1,000	
149 Ex Board / Advisory Board Reimbursement	1,000	
150 Rally Rental & Bus	1,000	
151 Member Reimbursement/Out time	1,000	
152 Transportation & Vehicle Exp.	134	
153 Total Member Involvement	1,981	
154	155	
155 NEGOTIATIONS	155	
156 Printing Contracts	30,237	
157 Meetings & Supplies	445	
158 Negotiations Committee Food	100	
159 Strike Preparations	100	
160	161	
161 Automatic Strike Fund Transfer (\$0.50 per member)	34,682	
162 Total Negotiations	34,682	
163	164	
164 MEETINGS & EVENTS	164	
165 Executive Board Meetings	1,000	
166 Steward/Council meetings	294	
167 501 Party & other events	2,595	
168 Advisory Board Meetings	15,570	
169 Miscellaneous	171	
170 Total Meetings & Events	19,468	
01,898	44,998	
(2,995)	(2,995)	
4,661	(4,661)	
1,644	1,644	
500	13,494	
2,100	2,100	
247	3,263	
1,600	1,600	
176	61,078	
01,898	44,998	

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf83e-- Microsoft Internet Explorer

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c7964333/546bf83e-- Microsoft Internet Explorer

1 / 5 Sign Find

Financial Statement
For the month of September 2007

	J Mar	M Apr	P May	S Jun	V Jul	Y Aug	A Sep	Budget
Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	
STACE								
770								
600	22	524						
4,638	312	1,182						
6,667	312	1,284	874					
927	20,718		17,260	8,235	21,247	82,260	5,000	
500							500	
Rainbursement								
3,570	283	1,946	760		1,414	74	4,000	
134								
1,561	24,668	20,018	8,988	23,661	62,003		16,000	
30,237								
445	1,690	1,987	2,267	2,658	8,527		5,000	
Sal								
1,082	1,087	2,287	3,163	6,061			1,000	
Sal (90.50 per member/month)								
1,082	1,080							
294	90	5,494	4,981	4,281	28	210	2,400	
2,595	5,886	22,719	1,565			3,516	7,000	
15,570						2,761	10,000	
							200	
14,449	6,986	20,311	6,828	4,068	6,613	22,704		

007						
AA	AB	AC	AO	AR	AS	
Budget	Spd					
Actual	Actual	bottom(worse)	Budget	Actual	Actual	bottom(worse)
300	300		300	2,100	971	1,122
300	300		300	2,100	971	1,122
200	200		200	1,400	1,160	250
3,125	3,248		(121)	21,875	20,650	(216)
3,628	3,248		678	27,476	22,986	3,791
5,000	4,371		5,000	55,000	165,039	(120,000)
300	300		300	2,100	900	1,600
300	300		300	2,100	900	1,600
600	600		600	3,600	3,600	3,600
6,000	1,054		2,900	26,000	7,360	20,637
6,000	1,218		3,702	35,000	4,316	30,635
6,000	6,000		600	3,500	134	3,300
16,688	4,023		16,688	168,206	17,440	140,161
5,000	5,000		5,000	55,000	47,003	6,404
5,000	5,000		(6,624)	30,000	20,282	6,404
5,000	5,000		5,000	55,000	35,000	20,000
1,000	1,000		1,000	7,000	7,000	7,000
18,760	1,134		18,760	141,260	131,260	100,161
2,000	2,000		2,000	20,000	18,016	16,404
4,500	4,500		4,500	45,000	35,000	30,000
7,000	7,000		7,000	70,000	61,000	51,000
10,000	10,000		10,000	10,000	10,000	10,000
200	200		1,400	(1)	1,401	1,401
22,700	(1)		18,500	70,700	61,601	51,601

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfaf9e-- Microsoft Internet Explorer 6

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfaf9e-94e2-4961-9d30-54cc81f55e47/20b5eee4-4078-42fa-81

103% Sign Find

B J M P S Fin
Mar Apr May Jun For the mo

Actual Actual Actual Actual

	B	J	M	P	S	Fin For the mo
	Mar	Apr	May	Jun		
1						
2						
172 REPRESENTATIVE DUES						
173 SEIU \$7,65 ea	571,818	386,333	367,907	412,396		
174 SEIU Unity Fund \$5,00ea	341,500	288,740	247,280	254,750		
175 SEIU Retirees \$1,00ea						
176 SEIU Associate Member-\$1						
177 SEIU State Council \$42,53ea	197,069	126,639	130,947	157,157		
178 So Bay CLC \$0,55ea	20,886	11,230	11,172	16,311		
179 SWCO CLC \$0,60ea	4,985	2,571	2,640	2,628		
180 Fresno CLC \$0,36ea	510	1,619	1,950	2,237		
181 Bakersfield CLC \$0,25ea		1,585	1,783	1,654		
182 Monterey & Santa Cruz CLC \$	1,880	2,648	3,605	3,600		
183 CA Labor Fed 50% X,47ea	13,261	8,901	9,167	9,501		
184 Building Trades-SWCO		250	250	275		
185 Total Representative Dues	1,188,271	706,817	806,691	806,676		
186						
187 TOTAL EXPENSES	2,064,843	2,268,934	2,112,439	2,216,213		
188						
189 TOTAL INCOME LESS TOT	(642,677)	(283,919)	(504,817)	(21,997)		
190						
191 VOLUNTARY TRANSFERS						
192 Building Funds						
193 Attorneys Legal Defense Fund						
194 Strike Fund	9,375	9,375	9,375	9,375		
195 Total Transfers	(652,272)	(283,284)	606,442	(31,372)		
196 TOTAL INCOME LESS EXP						

Financial Statement
for month of September 2007

	V	Y	AA	AB	AC	AD	YTD - Actual
JM		AUG		Sep			Actual
	Actual	Actual	Budget	Actual	Better/Worse	Budget	Actual
568	4,245,540	4,17,300	430,843	468,552	(57,704)	3,016,038	3,108,3
570	265,260	263,305	268,200	312,198	(45,906)	1,665,400	1,520,1
-	-	602	60	-	-	420	6
157	130,966	148,237	142,460	164,040	(11,581)	867,427	4,053,0
511	14,002	16,002	12,100	12,164	(64)	84,700	101,8
528	2,371	2,155	2,658	2,598	270	19,868	19,868
257	1,987	2,198	2,800	5,108	(2,308)	18,800	15,3
524	1,780	1,808	1,625	2,042	(417)	11,270	10,8
500	4,784	3,989	3,300	3,623	(523)	23,100	23,0
501	9,430	9,720	9,048	13,191	(4,45)	63,933	73,5
275	275	250	275	275	(25)	1,780	1,3
574	665,710	871,570	1,063,670	1,125,360	(618,691)	6,198,991	6,3364
513	2,418,640	2,607,490	2,389,487	2,612,098	(221,588)	16,733,301	16,832,8
572	(143,220)	(110,261)	(2,500)	272,663	271,145	11,200	677,4
575	9,375	9,375	9,375	9,375	-	65,925	65,6
577	(9,375)	(100,339)	(11,675)	264,284	270,142	(64,126)	(64,126)

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e - Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/20b5eee4-4078-42fa-81

Sign Find 103% Stop Actual Budget Actual better/worse Budget YTD - Seven months AS Actual better/worse

Number 2007

Y	AA	AB	AC	AO	AR	AS
AUG						
Actual	Budget	Actual	better/worse	Budget	YTD - Seven months	AS
17,300	430,848	498,582	(97,704)	3,014,538	3,108,918	(92,379)
663,365	264,200	312,198	(45,998)	1,666,020	1,828,301	(96,281)
602	60	60	0	400	602	(182)
12	12	12	0	28	32	(2)
48,237	142,480	164,040	(11,751)	867,427	1,053,665	(18,238)
16,002	12,100	12,104	(4)	84,700	101,039	(17,339)
2,195	2,638	2,598	-270	18,066	18,699	633
2,198	2,800	5,108	(2,308)	16,600	16,586	4,611
1,808	1,625	2,042	(417)	11,718	10,613	572
3,960	3,300	3,023	(523)	23,100	23,828	(728)
9,720	9,058	13,181	(4,143)	83,333	73,930	(10,303)
275	250	275	(25)	1,750	1,850	(100)
968,710	871,578	1,063,599	(112,281)	8,181,291	8,239,981	(248,690)
667,488	2,389,487	2,612,986	(224,500)	6,723,621	6,838,833	(115,212)
100,362	(2,600)	273,629	276,148	(1,500)	(75,562)	(42,062)
9,375	9,375	9,375	0	66,925	66,925	0
100,362	(11,476)	264,200	276,148	(1,525)	(64,777)	(42,025)

SETU Local 521 Financial Statement - For the month of November 2007																	
B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AC	AT	AV	AY		
1	ABW	AP	May	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	Jan	Actual	YTD - Nov Totals	Actual	YTD - Nov Totals	Actual	
2	ACTW	ACW	ACTW	ACTW	ACTW	ACTW	ACTW										
3	TOTAL DUES BEG PTS	-337,972	250,735	2,681,404	2,324,647	2,414,426	2,887,823	2,622,318	2,378,987	2,388,290	(18,567)	21,382,616	21,189,334	(192,642)			
4	OTHER INCOME																
5	Interest & Dividends			6,156	7,401	6,955	7,767	15,829	18,063	20,770	1,480	4,853	2,133	21,800	78,996	67,796	
6	54MHS Administrative Recm			25,000								5,000	20,000	20,000	45,000	50,300	5,300
7	Sublease Rent			3,311	3,311	2,625	3,487	5,536	5,581	5,761	3,800	3,636	(54)	32,420	32,240	1,656	
8	Misc Income			383	2,536		47	234	15	379	298				2,208	2,208	
9	Total Misc Income			3,694	36,777	18,912	11,659	11,487	14,081	16,379	24,098	11,064	33,968	22,968	83,066	163,861	64,841
10	TOTAL MISCELLANEOUS																
11	TOTAL GENERAL FUND INV	1,841,606	1,396,973	2,672,316	2,134,215	2,838,684	2,426,586	2,888,186	2,619,416	2,387,987	2,381,379	3,421	21,481,616	21,363,773	(127,841)		
12	TOTAL GENERAL FUND EXPENSES																
13	GENERAL FUND EXPENSES																
14	ORGANIZING EXPENSES			30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077	30,077
15	Salaries																
16	Administrative	29,293	34,475	34,472	34,472	34,472	35,257	30,048	34,472	37,345	34,472	2,875	336,124	217,342	18,764		
17	Adm Support	15,732	15,333	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284	15,284
18	Director	51,066	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024	55,024
19	Local Organizers/Research	10,799	23,013	21,802	24,000	25,140	21,814	27,000	23,013	27,000	27,000	27,000	27,000	27,000	27,000	27,000	27,000
20	CHRG	46,721	57,706	54,179	55,285	56,822	57,335	59,664	51,853	63,579	61,307	7,472	6,720	946,779	81,229		
21	Facilities	2,069	5,321	3,060	3,362	3,233	3,878	3,469	3,374	3,337	6,496	(3,159)	30,029	33,752	1,723		
22	Data Base Services	17,92	21,536	22,489	23,847	23,361	36,212	23,057	24,277	23,217	24,006	(785)	228,549	216,279	16,225		
23	Temp Internal Organizers	2,699	3,460	3,190	2,964	2,965	2,815	3,223	3,439	6,007	6,000	48,000	34,833	16,467			
24	Temp Clerical Support	916	643	4,275	5,742	9,423	9,993	9,723	14,533	3,007	8,828	3,328	27,000	57,782	36,782		
25	Vacation & Comp Time	5,611	5,007	5,921	4,234	15,795	9,405	7,963	25,331	15,805	9,722	227,965	67,680	162,329			
26	Employer Related Expenses	378,387	422,163	446,441	453,891	466,877	773,211	681,110	531,753	538,361	538,497	11,488	4,889,974	4,887,977	271,990		
27	PAYROLL RELATED EXPENSES																
28	Pension	102,326	25,756	54,608	51,153	60,816	56,945	64,119	55,155	75,927	56,825	4,399	638,343	505,411	32,533		
29	Payroll Axle Expenses	30,413	57,881	26,190	70,022	29,376	52,793	33,063	33,875	82,642	31,130	15,332	495,899	323,349	132,710		
30	Travel Staff Admin	981	5,212	5,677	434	3,864	5,110	4,020	693	1,802	2,149	(648)	13,800	27,297	13,797		
31	Travel Staff Internal Organiz.	6,877	5,614	3,634	1,785	5,335	5,757	5,849	2,610	3,002	7,393	(4,593)	27,000	48,766	18,764		
32	Village Inn Admin, Admin & Staff	2,209	1,049	909	3,679	3,054	2,164	2,184	4,250	2,392	1,116	9,276	93,828	20,213	73,318		
33	Village Inn Interna. Interna. & Admin	16,982	17,953	17,108	19,717	22,226	19,745	19,230	24,719	21,476	15,819	5,598	183,273	75,210	36,365		
34	Internatn Reimbursmnt	3,40	2,326	2,431	2,457	4,056	3,342	3,166	5,281	7,302	4,544	3,456	87,500	31,162	36,319		
35	Reimbursmnt	3,410	1,969	2,358	3,276	7,059	6,169	6,039	8,039	4,352	3,542	8,293	27,492	4,212			
36	Health Benefit Trust Fund																
37	Supplemental Health Vida	94,216	18,515	11,093	14,959	14,801	89,661	164,935	152,707	163,718	126,509	37,109	1,473,459	1,77,199	296,260		
38	Workers Comp Insurance	23,737	7,813	7,813	12,613	7,813	7,813	7,813	5,776	23,695	7,715	12,395	166,255	67,309	95,377		
39	Recruiting exp	929	1,394	1,331	1,175	1,271	1,501	1,619	371	1,002	1,409	(405)	9,000	10,581	(1,581)		
40	Vacancy Rate Savings																
41	TOTAL PAYROLL RELATED EXP	230,672	336,194	347,187	260,681	289,087	361,414	312,836	313,265	378,709	281,265	(2,478)	2,889,112	2,848,394	(198,891)		
42	Total Salaries & Payroll Exp	649,819	758,297	692,272	743,582	896,134	1,073,929	833,740	845,041	616,743	809,702	8,986	7,368,686	7,232,981	136,706		
43																	

SEIU Local 511 Financial Statement - For the month of November 2007												
	B	C	D	E	F	G	H	I	J	K	Actual	YTD - Nine months
1	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Actual	YTD - Nine months
2	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual
48. VOICE ANNUAL											88,000	105,736
49. Agency Fee-Assoc. Exp.	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	9,000	10,736
50. Capital Fund Expense	375	40	300								9,000	9,200
51. Admin exp share & chapter	375	40	300								9,000	9,200
52. Admin exp share to members/SCV	2,684	1,237	1,236	1,237	1,113	659	6,000	12,231	(4,131)	1,000	21,166	41,712
53. Admin Fund Allocations	3,655	3,219	3,893	4,249	4,131	10,545	4,000	4,494	(494)	1,000	34,000	37,540
54. Dodge Scholarship	1,000	1,500	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	13,500	13,500
55. Good & Welfare											72,420	453
56. J.W.W & L.B.P. ADMIN EXP.	18,638	55,545	14,346	19,412	167,420	21,011	178,810	26,741	55,803	165,603	565,411	1,585,511
57. Harvard - Sharemar Expenses											50,300	50,300
58. Ex-Board Spend											2,000	(2,000)
59. Total Miscellaneous	190,198	267,663	33,732	56,833	198,288	52,351	206,610	63,485	38,399	111,818	(62,819)	260,160
60. ARB TRAT ONC & LEGA.											1,130	(873,248)
61. Arbitration Fees	7,646	5,909	1,761	6,374	7,911	1,755	8,618	3,492	3,102	7,502	14,432	27,900
62. Retainer	13,202	5,995	21,791	11,237	27,134	25,117	23,076	53,194	21,740	24,651	(2,921)	195,600
63. Court Costs											3,300	29,700
64. Vicksburg											2,000	21,600
65. Total Arbitration & Leg.	20,807	12,805	34,787	18,611	35,846	21,875	33,461	56,686	26,946	32,193	(3,889)	287,310
66. FACILITY ED											31,428	215,791
67. Rent - 1335 SJC	32,716	31,675	27,731	37,643	37,897	32,827	31,212	32,954	34,923	38,865	(3,694)	314,593
68. Rent - RV	6,114	6,114	6,130	6,130	6,130	6,130	6,130	6,130	6,114	6,330	(21)	66,630
69. Rent - Shared Apartment											1,826	13,725
70. Rent - French	6,553	273	1,763	11,426	11,426	6,853	8,016	8,356	8,802	7,94	(296)	82,120
71. Rent - Santa Cruz - Watsonville	750	7,383	7,329	7,329	7,329	7,329	5,621	7,333	7,325	7,325	55,997	57,710
72. Rent - Karpas	2,157	651	923	661	661	500	630	700	500	500	6,300	6,255
73. Utilities	13,38	5,504	8,063	6,096	16,341	17,156	14,961	12,938	8,262	13,208	4,994	153,860
74. Kitchen Supplies	1,716	2850.93	2,165	2,370	1,377	5,434	681	686	700	3,802	3,792	22,904
75. Laundry	8,217	5,487	5,653	5,653	9,216	5,277	8,314	11,272	10,337	32,611	(14,776)	123,994
76. Building Maintenance/Bldg.	7,548	11,731	8,606	7,511	12,096	11,082	10,809	9,741	9,902	7,995	1,004	11,020
77. Total Admin - Facilities	76,806	77,393	96,107	107,255	96,626	96,237	93,800	88,565	104,237	117,778	(11,891)	964,830
78. ADMINISTRATIVE - SERVICES											52,557	37,443
79. Audit-Accr. Fees	\$10	201	3,825	1,471	1,146	13,782	1,639	6,474	12,002	13,595	(3,890)	90,000
80. Subscriptions			791	647	115	556	288	56	802	447	53	4,600
81. Office Supplies	6,104	4,355	3,197	5,770	9,429	7,058	9,040	10,482	7,002	8,777	222	63,000
82. Office Equipment/Leases	36,902	44,516	25,726	43,556	32,846	25,596	31,213	37,079	42,003	45,453	(5,453)	360,000
83. Equipment/Maintenance & Rx	3,820	5,575	5,919	6,270	9,751	5,354	729	4,767	5,003	3,591	4,906	72,000
84. Contractors					283	1,030				302	140	350
85. Research Materials & Data										2,000	2,000	-
86. Professional Education										500	500	5,400
87. Computer Database Services	651	2,482	777	777	324	52	8,963	312	1,003	52	5,544	90,000
88. Miscellaneous			750							1,000	1,000	9,000
89. Total Admin - Offices	50,196	63,051	89,664	57,876	80,212	56,318	47,828	58,151	78,898	69,810	8,799	716,460
90. COMMUNICATIONS											818,887	302,313

SETU Local 521 Financial Statement - For the month of November 2007																		
B	J	M	S	V	Y	AB	AE	AG	AH	AI	AC	AR	AS					
1		Mar	Apr	May	June	Jul	Aug	Sep	Oct	Nov	Dec			YTD - New Revenues				
2		Actual			Budget	Actual	Budget	Actual										
35	Printing	12,836	11,799	7,881	11,180	3,342	1,787	4,429	5,923	8,661	1,336	72,000	66,819	6,181				
98	Paper	2,448	1,244	2,404	3,629	2,473	411	1,607	5,620	4,000	814	3,198	36,000	20,526	16,374			
57	Website, Station, Comm, Head	719	799	483	370	251	303	1,967	1,230	1,900	278	1,222	13,000	6,211	7,286			
58	Telephone & Internet	15,223	11,744	13,188	18,048	11,887	12,207	9,844	13,453	15,927	7,073	162,000	14,300	47,705				
59	Teachme & Market	7,778	5,544	7,244	8,225	6,676	7,109	5,711	13,141	8,000	8,216	6,216	8,000	65,141	11,741	8,356		
60	Professional Fees/Consultants	55	120	155	20	405	20	000	000	000	000	000	000	000	000	000		
61	Total Communications	36,308	29,125	31,242	35,984	26,088	23,416	23,328	39,496	34,984	26,896	11,886	346,880	273,363	72,837			
62	CONFERENCES/MILEAGE					175	575	580	621	2,000		2,000	8,000	326	17,72			
63	Local Conferences								2,175	000		000	9,000	2,175	8,826			
64	State, Statewide, National																	
65	International Conferences																	
66	Industries & Members Conferences					1,600	95		27,301		1,000	2,248	1,248	9,000	3,145	22,485		
67	Local Members/Reimbursed						604			500		500	500	4,600	1,456	3,356		
68	Total Conferences/Mileage					1,800	874	575	27,301	2,426	4,969	3,308	2,292	46,986	36,896	4,986		
69	STAFF MEETING & TRAINING																	
70	Director Training					1,845				1,088	2,721	2,000		2,000	19,000	6,307	11,703	
71	Staff - representation & park	4,360	7,455	662			5,076	6,186	1,063	11,231	1,331			30,000	34,487	53,113		
72	Council Staff		392	299	323	177	580	49	802	699	199	7,200		3,597	3,513			
73	Executive Staff	2,742			866	1,030			198	2,053	900	143	657	7,200	7,121	1,621		
74	Tuition Reim - Internal Organizers									500	500	500	4,600	-	4,600			
75	Tuition Reim - OPEL									500	500	500	4,600	-	4,600			
76	Total Staff Training	7,102	8,848	3,682	1,354	177	5,644	9,142	6,012	14,088	12,273	2,327	131,488	54,392	77,196			
77	EDUCATION & TRAINING										300	449	145	2,700	449	2,251		
78	Member & Chief Steward Training									3,162	134	502	500	4,600	3,396	514		
79	Executive Board									479	4,000	4,000	34,000	656	38,532			
80	Education & Training Committee Meeting & Materials				29						2,000	2,000	18,000	-	18,000			
81	Industry Training Events									29								
82	Total Education & Train									3,162	963	8,689	449	6,381	61,296	4,365	58,297	
83	POLITICAL/SOCIAL INVOLVEMENT																	
84	Candidate Account SIC 90	7,520	9,412	9,579	9,902	4,091	6,004	2,038	2,540	8,062	2,017	3,503	54,000	49,322	4,386			
85	Issues Account							2,003	2,041		2,017		2,017		6,105	6,105		
86	Political Action Fund									4,005		4,000		36,000	34,200	3,800		
87	Committee Meetings	31	56	60	1,293		431			300	51	2,700	2,700	2,700	2,700	2,700		
88	Committees								429		1,000	472	15,600	2,124	15,964			
89	Electoral Staff Activity										301	300	2,700		2,700			
90	Political Surveys									247		602	4,600	247	4,253			
91	Special Printing										202	200	1,600	-	1,600			
92	Subscriptions										29	26	228	228	-	228		
93	Total Political/Social Inv	6,821	5,458	9,647	11,159	4,846	4,400	4,876	4,695	13,328	6,800	7,826	119,825	61,381	88,334			

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-- Microsoft Internet Explorer p

http://www.seiu521.org/Admin/Assets/AssetContent/252a5258-a599-4803-9c22-dd5c796f4333/546bfa9e-94e2-495f-9d30-54cc81f55e47/3809f648-bfa5-4c12-92e

SEIU Local 521
Financial Statement - For the month of November 2007

	B	C	D	E	F	G	H	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15
1	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Budget	Nov	Actual	Actual	Actual	Actual	Actual	Actual	YTD - Nine months	
2	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	
135																		
136	139 SOCIAL & ECONOMIC JUSTICE																	
140	Committee Meetings																	
141	Conferences	778																
142	Contributions Solidarity	630																
143	*** \$10 PER MEMBER	4,956	512	1,182	2,487	5,834	3,246	1,275	3,125	9,957	(2,432)	29,123	27,396	635				
144	Total Social & Economic	5,887	512	1,284	2,487	5,834	3,246	1,287	3,385	9,927	(2,088)	30,328	31,019	4,396				
145																		
146	MEMBER INVOLVEMENT																	
147	Memorabilia Giveaway Item	627	20,716	17,280	6,215	21,247	32,290	4,371	5,610	5,983	1,710	5,710	45,000	159,338	1114,838			
148	Awards Recognition	530																
149	Planning & Event Prep																	
150	Ex Board / Advisory Board Reimbursement																	
151	Rally Rental & Bus	3,597		1,945	765		74	1,034	45	4,002		4,000	36,000	7,426	28,572			
152	Member Reimbursment - cost of me	283		631				1,414	589	1,219		1,002	546	4,482	43,000	4,955	40,37	
153	Transportation & Vehicle Exp	134																
154	Total Member Involvement	1,541	24,589	20,000	6,995	22,461	32,303	6,823	5,685	18,464	(162)	18,792	140,466	172,861	(32,461)			
155																		
156	NEGOTIATIONS																	
157	Printing Contracts	30,237																
158	Meetings & Supplies	346	690	1,067	2,257	2,839	6,527	11,824	5,656	5,002	1,452	2,020	45,000	33,764	11,216			
159	Negotiations Committee Food																	
160	Contractors																	
161	Automatic Debit Fund Transfer (\$0.80 per member mon)																	
162	Total Negotiations	36,088	1,698	1,067	2,287	3,163	6,981	11,834	16,487	34,794	1,482	32,986	312,799	74,733	236,617			
163																		
164	MEETINGS & EVENTS																	
165	Executive Board Meetings																	
166	Steward Council meetings	284	39															
167	** Party & other events	2,036	5,886	22,719	1,585													
168	Advisory Board Meetings	15,570																
169	Visitors																	
170	Total Meetings & Events	16,889	5,985	26,311	6,526	4,940	6,513	(1)	57,684	23,794	6,541	17,118	213,366	138,884	78,296			
171																		

4 of 5

14.00 x 8.50 in G:\Finance\Monitoring\3007\1127\NC1\27.11.07\12-10-2007 6:29 PM

SEIU Local 521 Financial Statements - For the month of November 2007															
	B	C	D	E	F	G	H	I	J	K	L	M	N	YTD - Nov 2007	
1	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Actual	Budget	Actual	Actual	Actual	Actual	
1.2															
1.2.2 REPRESENTATIVE DUES															
1.2.3 SEIU \$7.45 ea	87,918	398,335	387,807	412,366	424,540	417,326	486,882	424,224	430,848	421,423	5,428	3,677,632	3,854,362	78,730	
1.2.4 SEIU Unif Fund \$5.20ea	347,800	235,745	247,200	254,760	261,355	261,196	285,235	266,203	265,978	6,128	2,386,820	2,454,711	68,311		
1.2.5 SEIU Retirees \$1.00ea	-	-	-	-	-	-	-	-	-	50	63	1	99	63	
1.2.6 SEIU Associate Members-TC	-	-	-	-	-	-	-	-	-	-	-	12	12	108	
1.2.7 SEIU SMC Council-\$2.50ea	197,480	76,639	130,647	157,187	139,598	145,237	186,680	139,346	142,482	138,98	4,333	1,232,406	1,331,98	48,791	
1.2.8 SEIU Bldg. Allocations	20,000	1,332	2,000	2,600	14,000	16,000	12,184	11,910	12,102	11,328	178	138,900	122,073	16,173	
1.2.9 SEIU C. & C. \$0.50ea	4,946	5,811	2,440	2,433	2,471	2,475	2,475	2,475	2,475	2,475	2,475	2,475	2,475	2,475	
1.2.10 SEIU C. & C. \$2.50ea	610	619	1,800	2,217	1,967	1,986	8,109	2,202	2,202	1,220	876	35,220	26,220	8,790	
1.2.11 SEIU C. & C. \$5.20ea	-	-	485	1,783	1,654	1,780	1,928	2,042	1,610	1,625	1,900	276	14,625	14,512	-113
1.2.12 Monterey & SMC C.C.U.C. \$1	1,690	2,640	3,600	4,254	5,985	3,623	3,526	2,302	3,597	1,297	29,720	32,752	-1,032		
1.2.13 CA Labor Fed 52% X 4%ea	13,261	5,901	9,167	9,851	9,830	9,725	13,191	9,776	9,048	9,709	662	51,428	93,267	11,530	
1.2.14 Building Trades-SMC	280	250	275	275	275	275	275	275	282	276	126	2,250	2,406	-150	
1.2.15 Total Representative Du	1,168,271	780,517	886,081	866,578	864,374	865,716	1,069,930	860,307	871,878	851,779	19,791	7,846,191	8,851,977	(207,446)	
1.2.16															
1.2.17 TOTAL EXPENSES	2,084,563	2,250,834	2,112,409	2,216,213	2,416,840	2,087,443	2,612,016	2,486,083	2,399,487	2,366,892	34,768	21,514,116	21,596,307	(62,192)	
1.2.18															
1.2.19 TOTAL INCOME (CASH TOT.)	(642,897)	(265,519)	583,817	(21,997)	(163,230)	(180,264)	273,613	211,334	(2,906)	36,687	36,186	(22,906)	(232,592)	(216,653)	
1.2.20															
1.2.21 VC. LNU ANY TRANSFER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1.2.22 Building Funds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1.2.23 Automatic Lega Defense FEE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1.2.24 Other Income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1.2.25 OGA Transf	9,376	5,376	8,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	94,375	64,375	30,000	
1.2.26 TOTAL INCOME LESS EXPI	(532,272)	(255,294)	580,442	(51,372)	(192,611)	(190,335)	264,218	261,955	(11,875)	26,912	36,186	(196,875)	(316,597)	(216,653)	

SEIU Local 621 Financial Statement for the year of 2008			
	Budget	Actual	Variances
Headcount			
12 "91 TOTAL DUES RECEIPTS	1,913,718	1,196,636	(716,882)
OTHER INCOME			
Interest & Dividends	8,360	14,083	5,723
EMPLOYEE Administrative Reimbursements	4,147	22,565	23,833
Vacancy Rate:	4,260	5,787	(927)
Min. Income - SENT Inclusive	2,415		(2,415)
Total Min. Income	19,112	41,479	24,367
TOTAL GENERAL FUND INCOME	1,912,946	1,240,114	(672,832)
GENERAL FUND EXPENSES			
ORGANIZING OFFSET	317,262	317,262	0
SALARIES			
11 Adm/Executive	37,619	34,472	3,147
9 Admin Support	41,346	28,383	(13,163)
13 Director	54,461	17,097	(36,364)
16 Camp/Journal Organizer Research	26,697	21,680	3,003
17 Clerical	66,433	57,005	12,428
18 Office	1,865	1,747	118
19 Other Bus. Services	16,997	17,361	1,364
Camp/Journal Organizer Research	5,000	137	4,863
Camp Clerical Support	3,000	10,380	7,380
Vacations & Comp. time	21,985	11,941	12,044
189 Total Salaries	607,828	598,534	90,290
PAYOUT RELATED EXPENSES			
Pensions	54,794	61,063	5,271
Payroll Taxes Expenses	57,764	52,423	(5,340)
Travel Staff/Admin	4,400	5,873	1,473
Travel Staff-Journal Organizers	3,000	1,773	(1,227)
Workers Comp-Adm & Director	3,000	1,294	(1,706)
Workers Comp-Journal Organizers	24,943	20,493	4,450
Workers Comp-Other	8,200	9,337	(1,137)
Workers Health Exp. including Ward	7,382	8,361	1,979
61 Kafra Benefits Trust Fund	9,460	9,460	0
Benefit/Rental/General/Visitors Int. & C.R.F. File	192,985	151,890	(41,095)
Workers Comp Insurance	7,913	7,413	(500)
Rearranging exp	1,000	211	989
10% Vacancy Rate **most position has filled	-	-	-
Total Payroll Related Expenses	609,849	519,518	90,331
Total Salaries & Payroll Expenses	1,317,672	1,240,114	77,558
MISCELLANEOUS			
Agency Fee Alloc. Exp	11,465	11,465	0
Postal Fund Expenses	1,000	1,000	0
Administrative Chaplain	1,000	472	528

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab9e-94e2-4 - Microsoft Internet Explorer 6

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bfab9e-94e2-4?sfid=495f9d30-54cc-81f5-5e47-dc0dcfd55-4bbc-ba8b-5ef27

SEIU Local 62 Finance Statement for the year of 2008			
	Budget	Actual	Variance
Bank Account			
New Life insurance to members (S.C.R. SMCY)	4,000	1,068	-3,932
Chapter Bank Reconciliation	1,000	1,872	872
Change Schedule	1,270	1,270	-
Complaint Purchase Unallowable & MRC cont	100,000	(100,000)	-
MIC Shwbn	10,000	10,000	-
Ex-Servt Expenses	2,100	1,900	-200
Good & Wishes	3,000	3,000	-
Total Miscellaneous:	142,599	71,148	118,450
ARBITRATION & LEGAL			
Arbitration Fees	5,000	2,847	2,153
Karman	10,000	14,481	4,481
Court Cost	2,750	2,750	-
380.6 Arbitrator Legal Defense Fund (SC.** per mo)	9,754	9,754	-
Miscellaneous	417	16	-400
Total Arbitration & Legal:	44,421	47,688	3,267
FACILITIES			
Rent S.C.C.	54,000	33,931	-20,069
Rent A.W.C	6,330	6,330	-
Rent-Bakerfield apartment	1,547	-	1,547
Rent-Fraud ***no meeting	7,200	8,121	921
Rent Gen Ctr, Wausau & Hallmark	1,055	5,794	4,739
Rent-Vt4421	1,000	800	-200
Utilities	21,000	18,562	-2,438
Network Services	4,000	1,292	-2,708
Gas, Light, Heat & Property Tax	11,944	11,873	-71
Building Maintenance Security Janitorial	12,700	1,754	-10,946
Total Admin - Facilities	112,827	93,370	18,457
ADMINISTRATIVE - OFFICES			
Audit Accr Fees	8,768	1,261	-7,507
Subscriptions	300	227	-73
Office Supplies	8,000	4,473	-3,526
Office Equipment Lease	49,000	58,254	9,254
Equipment Maintenance & Repair Contracts	8,000	2,714	-5,286
Software	1,000	0	1,000
Research Material & Data	1,000	243	-757
Miscellaneous	1,000	-	1,000
Total Admin - Offices:	67,768	47,797	18,961
COMMUNICATIONS			
Phone	10,000	4,948	-5,052
Paper	6,000	740	-5,260
Wireless Station communications	1,000	-	1,000
Telephone & Internet ** legacy exp only	2,700	7,161	(4,461)
Postage	1,000	1,039	31

2:37:4 01/Finance/Monthend 2008/01/08 PM2108 12:27 2008 4:59 PM

8.50 x 11.00 in

http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4 Microsoft Internet Explorer p

1 http://www.seiu521.org/assets/assetcontent/252a5258-a599-4803-9c22-dd5c796f4333/546bla9e-94e2-4

16% Sign Find

Financial Statement for the year of 2006

	Budget	Actual	Diff.
Headcount			
Professional Fees/Treasurer	41*	41*	
Total Communications	27,41*	18,792	8,624
CONFERENCES/MEETINGS			
Small/Mit. Conf/Seminar - staff/raiser	2,000	2,000	
Expo Board/Conferences	1,000	610	390
International Conventions - no local teams w/ 2*	4,631	4,631	
Industrials & Member Conferences	1,000	1*	949
New Member Kickstarts	500	500	
Total Conferences/Meetings	8,131	687	8,444
STAFF MEETING & TRAINING			
Director Training	800	800	
Staff - representatives & political & community	7,000	7,716	(716)
Clerical Staff	800	103	69*
Executive Staff	800	531	359
Union/Kam - Local Organizers	41*	41*	
Union/Kam - SEIU	41*	41*	
Total Staff Training	10,230	8,812	1,418
EDUCATION & TRAINING			
Local Union Education Committees	2,481	2,385	
Education Board - SEIU Local Training (T/C)	300	700	
Education & Training Committee Meeting &	4,000	4,600	
Education Training Events	3,467	1,861	
Total Education & Training	8,950	-	8,950
POLITICAL/SOCIAL INVOLVEMENT			
Advocacy Activities/5% per member per a	5,812	5,812	41
Classes Advocacy/5% per member per month	1,931	1,931	14
Lobby	4,960	281	5,711*
Community Meetings	360	71*	(41)*
Conferences	2,000	349	1,651
Clerical Staff Advocacy	300	300	
Policy & Surveys	300	300	
Special Projects	200	200	
Other Advocacy	21	21	
Total Political/Social Involvement	15,120	9,899	6,221
SOCIAL & ECONOMIC JUSTICE			
Community Meetings	360	101	199
Conferences	41*	-	41*
Community Solidarity	333	113*	(84)*
Campus Activities	4,399	770	3,629
Total Social & Economic Justice	5,649	1,880	3,849
MEMBER INVOLVEMENT			
Memorialize Give away Member Pride	1,000	(3,312)	5,312*
Awards Recognition	1,000	1,000	

1 1 4 0: Finance Member 2006 C 09 INC0105 2 37 2206 4 64 PM

8.50 x 11.00 in

SEIU Local 821 Financial Statement for the year of 2008			
	Jan	Actual	Budget
Members			
Planning & Event Prep	250	250	
Mo Board Advisor Board Reimbursement	41*	41*	
Rally Rental & Bus	4,000	114	5,846
Member Reimbursement Lost time	1,000		1,000
Transportation & Vehicle Expenses	300	300	
Total Member Involvement	11,390	(A.37)*	16,851
NEGOTIATIONS			
Planning Contracts	4,147	4,147	
Contractor & Supplies	1,000	1,075	2,825
Union Projects	1,000		1,000
3907.4 SEIU State Fund Transfer (10.7% per m)	14,237	14,237	
Total Negotiations	16,423	15,331	8,892
METINGS & EVENTS			
Executive Board Meetings	2,000	2,117	(137)
Stewards Council meetings	2,283		2,618
1st, 2nd & other events	2,900		5,000
Advisory Board Meetings 3rd & 5th	6,250		4,250
Miscellaneous	167		167
Total Meetings & Events	15,300	21,117	13,345
REPRESENTATIVE DUES			
32.9% SEIU U. C. 1st	17,264	451,471	(45,447)
4699.2% SEIU Union Fund \$7,000ea	159,130	214,000	24,830
850 SEIU Retirees \$1,000ea	50	102	(52)
14 SEIU Associate Members 1/20	2		
32.9% SEIU State Council \$2,750ea	22,420	151,424	(10,992)
34.9% SEIU CEC \$1,500ea	11,247	11,078	699
47.9% SEIU CEC \$3,600ea	2,347	1,397	950
700 SEIU CEC \$3,400ea	2,041	1,874	(167)
600 Household CEC \$3,200ea	1,193	1,124	(69)
6695 Community & Safety Council \$0.75/ea	3,821	3,473	(448)
32.9% C.A. Labor Fed \$2,750ea	3,666	9,330	(5,664)
Building Trades SAMCCO	300	300	
Total Representative Dues	47,208	834,941	(37,397)
TOTAL EXPENSES	2,053,062	2,295,023	319,337
TOTAL INCOME LESS TOTAL EXPENSE	(216,342)	(19,510)	(317,852)
VOLUNTARY TRANSFERS			
Building Funds			
Unite Fund			
Total Transfers			
TOTAL INCOME LESS EXPENSES & T.	(216,342)	(19,510)	(317,852)

About Us/Contact Us - Microsoft Internet Explorer provided by Foley

http://www.seiu521.org/about/Default.aspx

GO

SEIU Local 521

United for Quality Health and Quality Public Services

Home **My Employer/Chapter** **For Members** **Your Rights** **Politics/COPE** **Press Room**

[» Calendar](#)

[» Get Involved/Join Up!](#)

[» New Organizing](#)

[» About Us/Contact Us](#)

- Vision Statement
- Officers
- Executive Board
- Budget & Actions
- Committees & Caucuses
- Testimonials
- Feedback

[» Careers](#)


SEIU Local 521
United for Quality Health and Quality Public Services
2008-2009

About Us/Contact Us

[Back to Home](#)

SEIU Local 521

Stronger Together

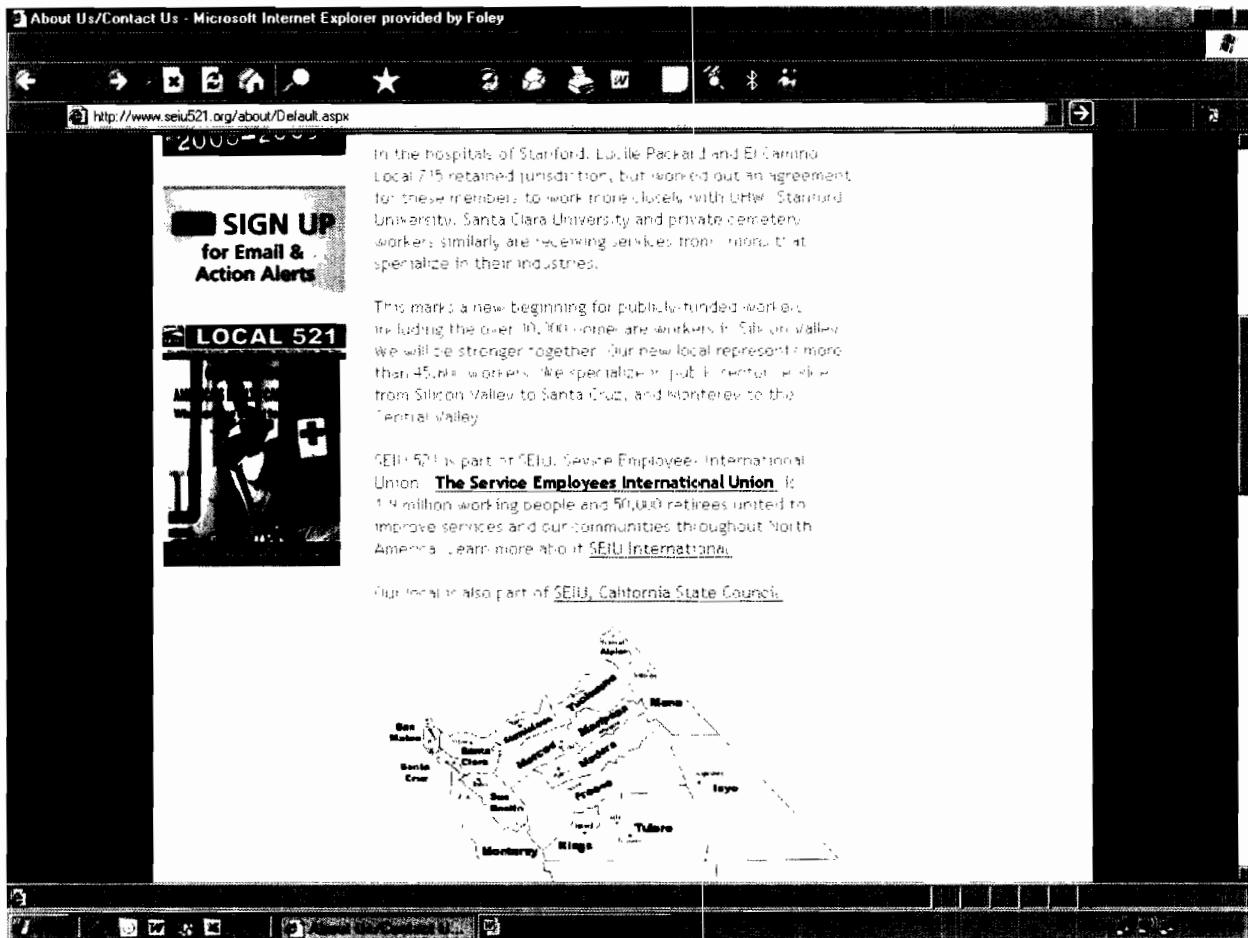
The Advisory Committee met on October 5-7, 2007 and created a new vision statement for Local 521.

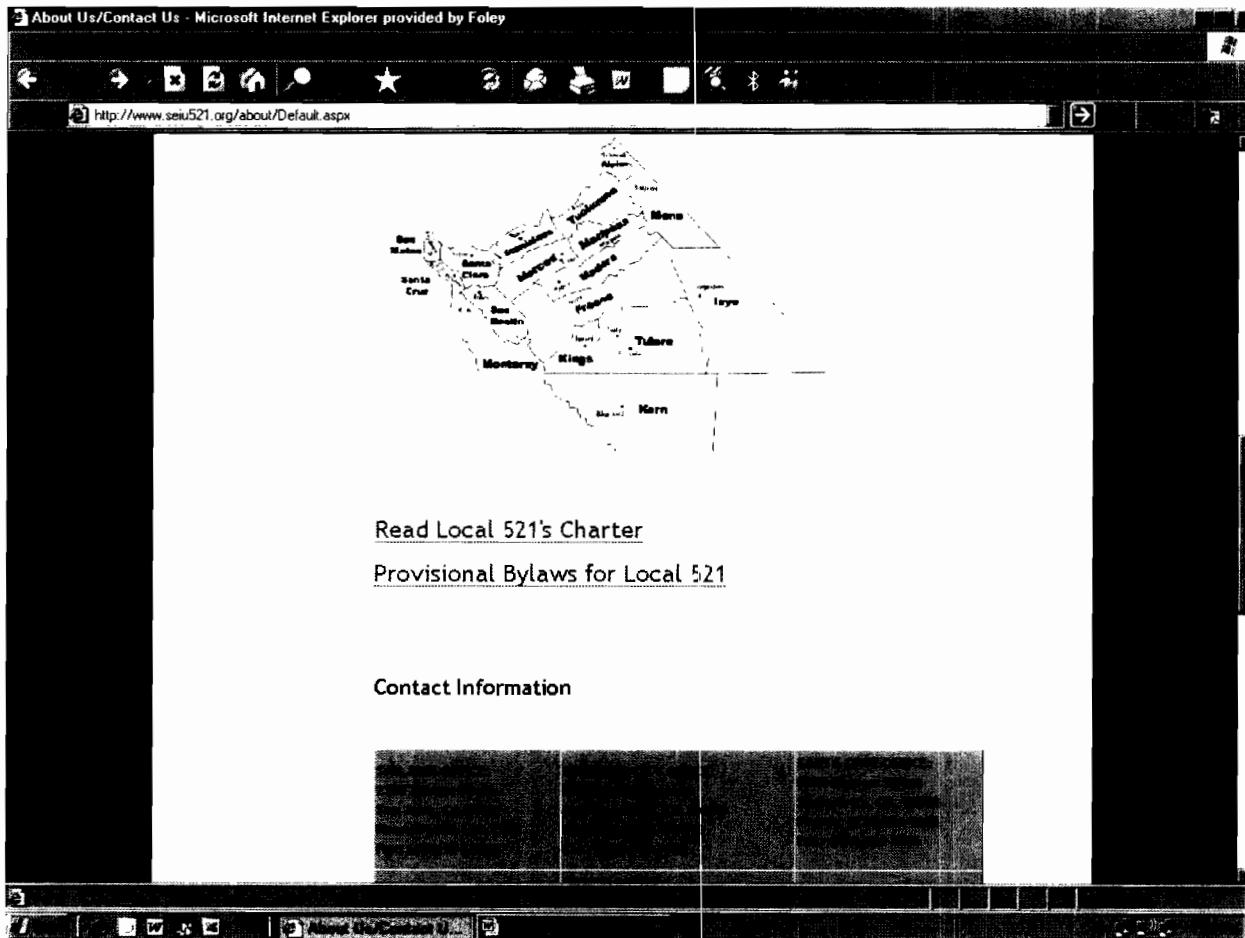
[Read the new vision statement and poems about 'Baby 521'.](#)

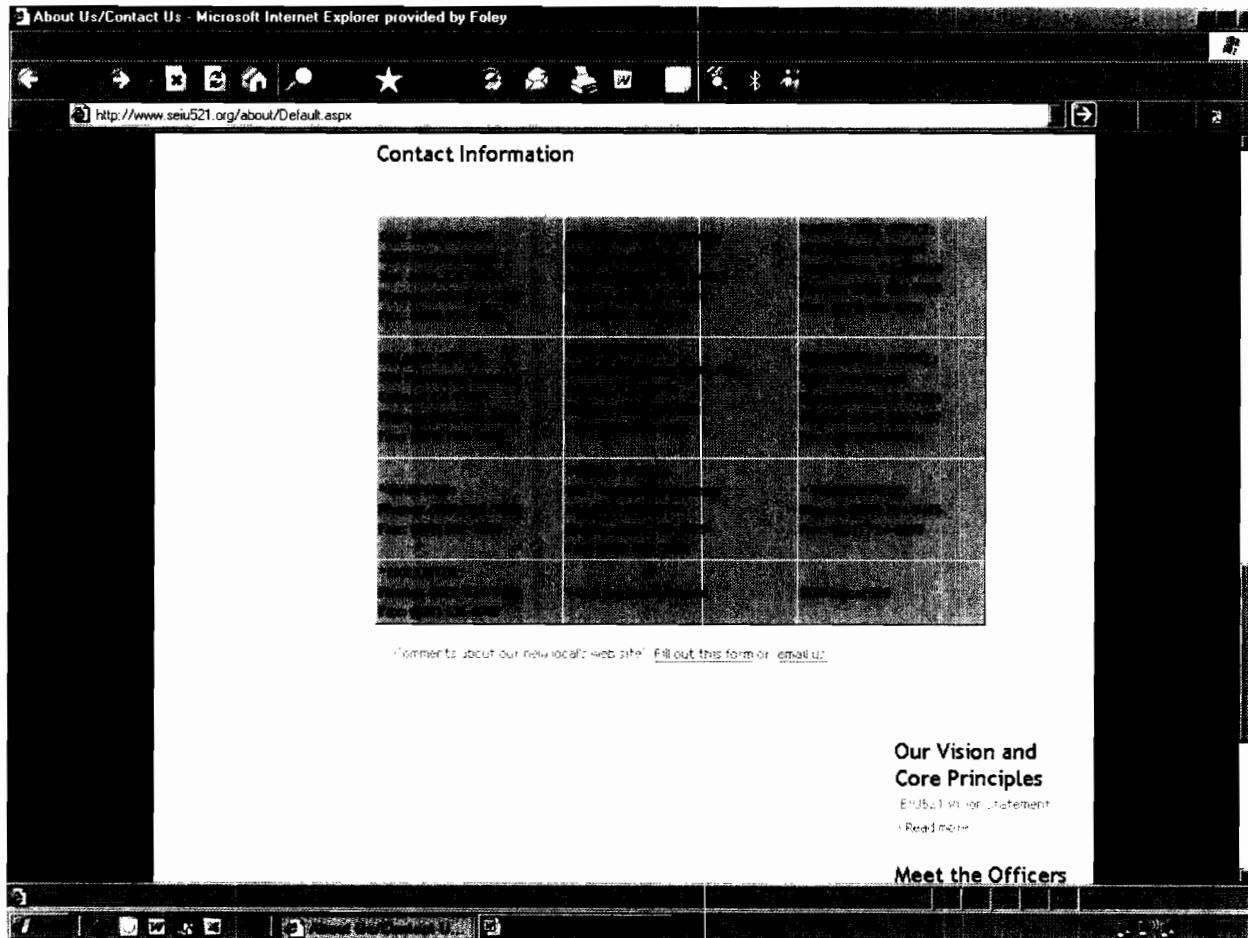
[View the meeting pictures >>](#)

Five locals (415, 535, 710, 715 and 817) have come together to cover the North Central region by forming one larger, more powerful local. On January 2, 2007, our new local received its charter. On March 1, our new local came to life with resources from the other legacy unions and staff was hired expressly for their expertise in publicly-funded work.

In the hospitals of Stanford, Lucile Packard and El Camino Local 715 retained jurisdiction, but worked out an agreement.







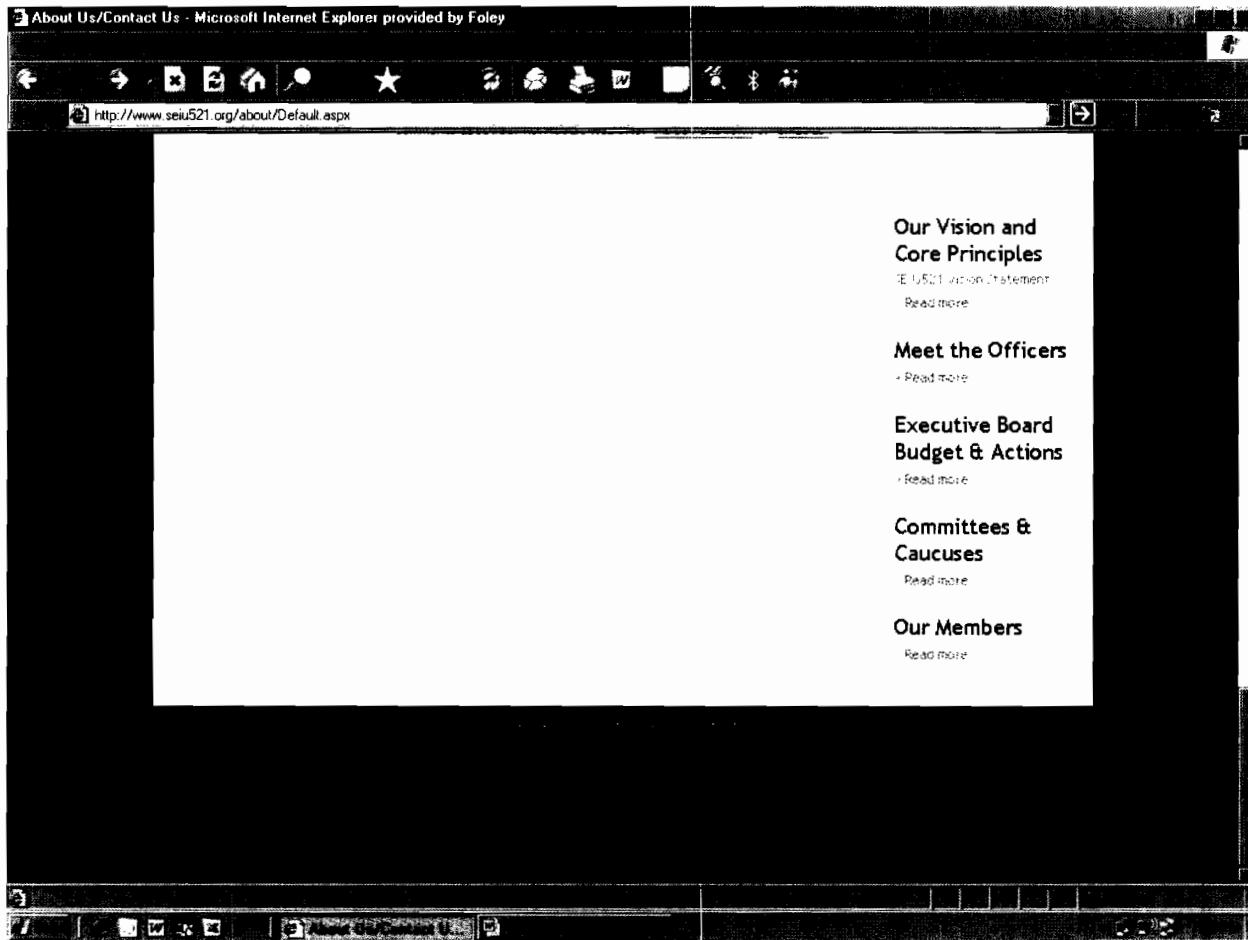


EXHIBIT G

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of August 31, 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 8/31/07
1	NA	LEGAL DEFENSE FUND	NA	521	56,250.00
2	NA	CAPITAL RESERVE	NA	521	43,343.92
3	NA	CLARENCE DODGE SCHOLARSHIP	NA	521	21,701.97
4	1017	BUILDING FUND	Commonwealth Credit Union	715	114,169.00
5	1013	CAPITAL RESERVE	Citizens Funds	715	273,997.89
6	1019	CONTINGENCY FUND	Commonwealth Credit Union	715	80,447.40
7	1011	SANTA CLARA COUNTY CHAPTER FUND	Santa Clara Credit Union	715	15,326.83
8	NA	RETIREE BENEFIT TRUST	NA	715	167,478.58
9	1000	STRIKE FUND	Bank of The West	715	250,000.00
10	1006	STRIKE FUND	Citizens Funds	715	141,155.42
11	1018	STRIKE FUND	Commonwealth Credit Union	715	556,749.24
12	NA	STRIKE FUND	NA	521	112,500.00
13	NA	STRIKE FUND	Bay Federal	415	111,184.81
14	NA	STRIKE FUND as of 7/31/07	@ INTERNATIONAL	521	92,443.20
15		Reserve #1	Union Bank of California	817	94,846.53
16		Reserve #2	Union Bank of California	817	471,320.79
17		Reserve #2	Smith Barney	817	82,092.37
		Total reserve			\$ 2,685,007.95
		PAC money			
18	NA	STRIKE FUND as of 7/31/07	@ INTERNATIONAL	715	402,140.84
19	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	415	27,991.88
20	NA	STRIKE FUND as of 2/28/07	@ INTERNATIONAL	817	46,016.80
21	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	700	69,098.31
					\$ 545,247.83
22		PAC - Candidates	US Bank - Olson	521	29,246.00
23		PAC - Issues	US Bank - Olson	521	2,003.00
24		PAC - Independent Expenditure	US Bank - Olson	521	-
25		PAC - Candidates	US Bank - Olson	715	3,089.44
26		PAC - Issues	US Bank - Olson	715	58.47
27		PAC - Candidates	Union Bank of California	817	12,979.58
28		PAC - Issues	Union Bank of California	817	5,338.43
29		Reserve #1	Morgan Stanley	700	133,318.16*
30	1003	AGENCY FEE	Bank of The West	521	134,234.15
31	1002	ORGANIZING FUND	Bank of The West	521	1,232,704.98

* - bank statement balance as of June 30, 2007.

EXHIBIT H

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of September 30, 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 9/30/07
1	NA	LEGAL DEFENSE FUND	NA	521	65,625.00
2	NA	CAPITAL RESERVE	NA	521	44,343.92
3	NA	CLARENCE DODGE SCHOLARSHIP	NA	521	23,201.97
4	1017	BUILDING FUND	Commonwealth Credit Union	715	114,206.54
5	1013	CAPITAL RESERVE	Citizens Funds	715	274,988.66
6	1019	CONTINGENCY FUND	Commonwealth Credit Union	715	80,447.40
7	1011	SANTA CLARA COUNTY CHAPTER FUND	Santa Clara Credit Union	715	15,326.83
8	NA	RETIREE BENEFIT TRUST	NA	715	177,878.58
9	1000	STRIKE FUND	Bank of The West	715	250,000.00
10	1006	STRIKE FUND	Citizens Funds	715	141,665.84
11	1018	STRIKE FUND	Commonwealth Credit Union	715	558,703.20
12	NA	STRIKE FUND	NA	521	131,250.00
13	NA	STRIKE FUND	Bay Federal	415	111,545.58
14	NA	STRIKE FUND as of 9/30/07	@ INTERNATIONAL	521	136,444.40
15		Reserve #1	Union Bank of California	817	94,846.53
16		Reserve #2	Union Bank of California	817	471,320.79
17		Reserve #2	Smith Barney	817	82,092.37
		Total reserve			\$ 2,773,887.61
18	NA	STRIKE FUND as of 7/31/07	@ INTERNATIONAL	715	402,140.84
19	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	415	27,991.88
20	NA	STRIKE FUND as of 2/28/07	@ INTERNATIONAL	817	46,016.80
21	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	700	69,098.31
					\$ 545,247.83
		PAC money			
22		PAC - Candidates	US Bank - Olson	521	36,947.25
23		PAC - Issues	US Bank - Olson	521	3.70
24		PAC - Independent Expenditure	US Bank - Olson	521	4,908.61
25		PAC - Candidates	US Bank - Olson	715	closed
26		PAC - Issues	US Bank - Olson	715	closed
27		PAC - Candidates	Union Bank of California	817	12,979.58
28		PAC - Issues	Union Bank of California	817	5,338.43
29		Reserve #1	Morgan Stanley	700	133,318.16 *
30	1003	AGENCY FEE	Bank of The West	521	145,759.58
31	1002	ORGANIZING FUND	Bank of The West	521	1,919,569.76

* - bank statement balance as of June 30, 2007.

EXHIBIT I

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of November 30, 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 11/30/07
1	1005	CONTINGENCY FUND	Bank of The West	521	80,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	198,747.60
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	20,201.97
4	2182	CAPITAL RESERVE	NA	521	321,617.00
5	2183	LEGAL DEFENSE FUND	NA	521	226,178.00
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,326.83
8	1000	STRIKE FUND	Bank of The West	521	250,000.00
9	1006	STRIKE FUND	Bank of The West	521	558,006.09
10	2185	STRIKE FUND	NA	521	559,747.00
11	NA	STRIKE FUND as of 10/31/07	@ INTERNATIONAL	521	158,643.20 **
12	NA	STRIKE FUND	Bay Federal	415	111,901.39
13		Reserve #1	Union Bank of California	817	95,333.90
14		Reserve #2	Union Bank of California	817	473,842.81
15		Reserve #2	Smith Barney	817	83,093.78 **
		Total reserve			\$ 3,266,736.97
16	NA	STRIKE FUND as of 7/31/07	@ INTERNATIONAL	715	402,140.84
17	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	415	27,991.88
18	NA	STRIKE FUND as of 2/28/07	@ INTERNATIONAL	817	46,016.80
19	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	700	69,098.31
					\$ 545,247.83
PAC money					
20		PAC - Candidates	US Bank - Olson	521	22,244.25 **
21		PAC - Issues	US Bank - Olson	521	2,050.70 **
22		PAC - Independent Expenditure	US Bank - Olson	521	24,763.16 **
23		PAC - Candidates	Union Bank of California	817	12,961.58
24		PAC - Issues	Union Bank of California	817	5,323.43
25		Reserve #1	Morgan Stanley	700	119,856.50
26	1003	AGENCY FEE	Bank of The West	521	168,283.00
27	1002	ORGANIZING FUND	Bank of The West	521	1,935,177.04

** Balance as of 10/31/2007

EXHIBIT J

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of December 31st, 2007

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 12/31/07
1	1005	CONTINGENCY FUND	Bank of The West	521	80,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	209,147.00
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	21,702.00
4	2182	CAPITAL RESERVE	NA	521	322,617.00
5	2183	LEGAL DEFENSE FUND	NA	521	235,553.00
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,326.83
8	1000	STRIKE FUND	Bank of The West	521	250,000.00
9	1006	STRIKE FUND	Bank of The West	521	561,206.25
10	2185	STRIKE FUND	NA	521	559,747.00
11	NA	STRIKE FUND as of 11/30/07	@ INTERNATIONAL	521	180,814.40
12	NA	STRIKE FUND	Bay Federal	415	112,246.81
13		Reserve #1	Union Bank of California	817	95,424.91
14		Reserve #2	Union Bank of California	817	474,315.34
15		Reserve #2	Smith Barney	817	83,093.78 **
		Total reserve			\$ 3,315,291.72
16	NA	STRIKE FUND as of 12/31/07	@ INTERNATIONAL	715	NA
17	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	415	27,991.88
18	NA	STRIKE FUND as of 2/28/07	@ INTERNATIONAL	817	46,016.80
19	NA	STRIKE FUND as of 3/31/07	@ INTERNATIONAL	700	69,098.31
					\$ 143,106.99
		PAC money			
20		PAC - Candidates	US Bank - Olson	521	24,999.40
21		PAC - Issues	US Bank - Olson	521	6,105.85
22		PAC - Independent Expenditure	US Bank - Olson	521	24,763.16
23		PAC - Candidates	Union Bank of California	817	12,958.58
24		PAC - Issues	Union Bank of California	817	5,320.43
25		Reserve #1	Morgan Stanley	700	27,580.77
26	1003	AGENCY FEE	Bank of The West	521	180,263.26
27	1002	ORGANIZING FUND	Bank of The West	521	1,945,590.56

EXHIBIT K

SEIU Local 521

Bank Balance on Saving and Investment accounts
as of Jan. 31st, 2008

ITEMS	GL#	ACCOUNT NAME	Bank	Local	ENDING BALANCE as of 1/31/2008
1	1005	CONTINGENCY FUND	Bank of The West	521	80,447.40
2	2180	RETIREE BENEFIT TRUST	NA	521	218,547.60
3	2181	CLARENCE DODGE SCHOLARSHIP	NA	521	22,951.97
4	2182	CAPITAL RESERVE	NA	521	273,617.70
5	2183	LEGAL DEFENSE FUND	NA	521	195,307.00
6	2184	BUILDING FUND	NA	521	113,650.00
7	2334	SANTA CLARA COUNTY CHAPTER FUND	Bank of The West	521	15,076.83
8	1000	STRIKE FUND	Bank of The West	521	250,000.00
9	1006	STRIKE FUND	Bank of The West	521	562,653.28
10	2185	STRIKE FUND	NA	521	763,503.70
11	NA	STRIKE FUND as of 11/30/07	@ INTERNATIONAL	521	180,814.40
12	NA	STRIKE FUND	Bay Federal	415	112,853.46
13		Reserve #1	Union Bank of California	817	95,509.77
14		Reserve #2	Union Bank of California	817	474,757.28
15		Reserve #2	Smith Barney	817	83,093.78 **
		Total reserve			\$ 3,442,784.17
		PAC money			
16		PAC - Candidates	US Bank - Olson	521	18,999.40
17		PAC - Issues	US Bank - Olson	521	6,105.85
18		PAC - Independent Expenditure	US Bank - Olson	521	24,763.16
19		PAC - Candidates	Union Bank of California	817	12,955.58
20		PAC - Issues	Union Bank of California	817	5,317.47
21		Reserve #1	Morgan Stanley	700	27,580.77
22	1003	AGENCY FEE	Bank of The West	521	225,222.31
23	1002	ORGANIZING FUND	Bank of The West	521	1,288,235.42

EXHIBIT L

Dues Receipts of the year of 2007

	A	B	C	D	E	F	G	H	I	J	L
1		Mar-07	Apr-07	May-07	Jun-07	Jun-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007
2	Dues Receipts										
3	Counties										
4	Dues - Santa Clara County	470,448	524,339	787,487	526,439	528,349	531,773	529,842	799,449	534,889	5,233,014
5	Dues - San Mateo County	119,751	74,084	73,818	80,835	74,292	74,173	112,154	75,557	77,623	762,287
6	Dues - Kern County	259,178	172,739	172,899	173,438	175,510	271,279	185,585	187,293	192,003	1,789,923
7	Dues - San Benito County	11,969	10,763	11,034	10,640	15,154	10,398	10,565	16,318	11,170	108,011
8	Dues - Santa Cruz County	98,732	50,949	148,372	101,453	102,876	106,070	52,079	151,251	102,148	913,930
9	Dues - KINGS County	11,988	5,760	17,118	11,232	5,598	11,196	11,070	5,544	-	79,506
10	Dues - TULARE County	4,376	6,501	9,045	9,861	8,060	9,111	23,612	17,060	3,711	91,338
11	Dues - MONTEREY COUNTY	109,335	142,998	143,495	143,380	147,711	153,549	187,499	154,879	154,776	1,337,622
12	Dues - STANISLAUS COUNT	-	-	-	-	-	-	155,395	-	36,239	191,635
13	Dues - MARIPOSA COUNTY	-	4,890	4,798	5,414	5,665	-	-	-	-	20,767
14	Dues -FRESNO COUNTY	-	116,016	347,306	230,008	232,837	239,111	468,354	208,305	240,246	2,082,183
15	Dues -MADERA (COMPA) COUNTY							8,336	-	-	8,336
16	Dues -MADERA (SEMC) COUNTY							3,240	-	-	3,240
17	Courts										
18	Dues - Santa Clara Sup Court	39,116	39,290	59,229	39,918	41,282	41,641	41,848	63,541	42,781	408,647
19	Dues - San Mateo Sup Court	14,531	14,663	14,876	15,070	14,912	14,838	22,265	14,996	15,401	141,552
20	Dues - SANTA CRUZ COURT	2,730	5,479	5,570	8,881	5,653	5,627	5,567	8,221	5,655	53,383
21	Dues - SAN BENITO COURT	996	451	929	940	961	943	957	1,447	1,015	8,641
22	Dues - KINGS COURT	1,206	1,224	1,242	1,260	1,260	1,908	1,332	1,332	1,314	12,078
23	Dues - TULARE COURT	3,890	6,741	6,854	4,958	4,958	7,595	5,158	5,130	5,303	50,588
24	Dues - MONTEREY COURT	10,543	-	5,293	5,383	5,487	11,281	5,527	5,519	5,432	54,465
25	Dues - MARIPOSA COURT	-	348	314	324	334	-	-	-	-	1,320
26	Cities										
27	Dues - City of Menlo Park	8,501	4,276	13,002	8,712	9,175	14,134	8,737	8,850	8,892	84,279
28	Dues - City of Palo Alto	38,654	39,012	39,823	38,718	39,907	62,546	40,185	40,395	40,745	379,985
29	Dues - City of East Palo Alto	2,299	1,506	833	821	1,743	2,714	1,917	1,875	1,808	15,516
30	Dues - City of Redwood City	15,498	15,548	8,507	23,054	23,120	15,512	15,542	15,604	23,502	155,888
31	Dues - City of San Mateo	6,838	3,397	-	13,528	6,470	6,699	6,723	10,042	6,778	60,474
32	Dues - City of San Mateo GU	8,956	9,071	13,636	4,592	4,599	13,916	9,147	14,024	14,090	92,031
33	Dues - City of Mtn View	10,796	10,902	16,452	11,032	11,315	11,374	11,368	17,123	11,455	111,817
34	Dues - City of Sunnyvale	1,606	1,623	2,503	1,614	1,585	1,570	1,524	1,551	2,390	15,966
35	Dues - City of EXETER	585	585	585	585	585	624	605	546	566	5,265
36	Dues - City of Delano	5,504	5,511	5,484	5,604	5,687	8,521	5,799	5,681	5,777	53,569
37	Dues - City of Salinas	9,865	10,062	10,156	10,156	9,814	9,787	9,814	9,663	9,539	88,836
38	Dues - City of Santa Cruz	21,256	21,050	23,786	22,448	23,527	23,719	22,746	22,412	24,312	205,257
39	Dues - City of Watsonville	2,444	2,404	3,606	2,422	2,535	2,643	2,621	4,004	2,640	25,320
40	Dues - City of King	689	694	694	347	694	1,045	695	696	674	6,228
41	Dues - City of Hanford	4,365	2,175	6,641	4,400	4,402	3,930	2,161	6,529	4,404	39,006
42	Dues - City of TAFT	517	-	481	157	564	905	249	264	380	3,518
43	Dues - City of WASCO	500	917	1,074	1,074	1,074	537	1,148	1,867	-	8,189
44	Dues - City of CORCORAN	351	312	663	351	312	312	-	351	702	3,354
45	Dues - City of Scotts Valley	1,317	1,342	1,395	1,395	1,395	1,476	1,482	1,489	1,494	12,786
46	Dues - City of Shafter	925	2,696	1,753	1,753	1,756	1,758	1,722	1,723	1,725	15,809
47	Dues - City of Tulare	1,642	4,907	7,871	3,521	3,625	5,594	3,823	4,043	4,180	39,205
48	Dues - City of Bakersfield	25,485	25,565	25,743	25,635	25,745	38,662	26,056	26,261	26,148	245,300
49	Dues - City of HOLLISTER	2,116	1,018	2,973	1,922	2,004	1,932	3,996	-	1,995	17,956
50	Dues - City of COALINGA	536	1,109	1,678	1,159	1,174	1,174	1,724	1,123	1,145	10,822
51	Dues - City of LINDSAY	-	467	240	212	106	304	389	185	185	2,088
52	Dues - City of ARVIN	-	658	660	729	468	847	554	588	533	5,037

Dues Receipts of the year of 2007

	A	B	C	D	E	F	G	H	I	J	L
1		Mar-07	Apr-07	May-07	Jun-07	Jun-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007
53	Schools										-
54	Dues - Santa Clara COE	41,089	40,873	41,237	41,427	41,111	37,842	41,737	42,153	42,631	370,100
55	Dues - San Mateo COE	6,188	6,115	6,108	6,066	6,197	5,522	5,324	5,731	5,886	53,137
56	Dues - Campbell UHSD	2,537	2,559	2,559	2,554	2,856	2,128	2,155	2,498	2,677	22,522
57	Dues - Cupertino USD	9,116	9,316	9,162	9,453	8,302	7,918	8,398	8,975	9,327	79,967
58	Dues - Los Gatos JUHSD	4,611	4,542	4,787	4,827	4,648	2,196	2,991	4,922	4,951	38,476
59	Dues - Morgan Hill UHSD	9,920	9,601	9,597	9,942	7,718	3,830	4,658	10,452	10,427	76,144
60	Dues - Orchard Elem.	818	828	889	-	860	797	217	960	984	6,354
61	Dues - West Valley CCD	14,430	14,592	14,552	14,456	14,110	13,233	14,127	15,645	15,630	130,776
62	Dues - Foothill - DeAnza CCD	31,350	31,442	31,274	31,327	31,433	29,538	27,243	28,798	-	242,405
63	Dues - CABRILLO COLLEGE	11,292	11,464	6,561	-	-	-	-	-	-	29,317
64	Dues - GONZALES UNIFIED	187	-	178	178	178	-	-	178	178	1,075
65	Dues - STANDARD SCHOOL	1,285	-	1,285	2,560	-	1,278	734	1,631	1,827	10,599
66	Dues - San Lorenzo Valley USI	3,706	3,669	-	-	-	-	-	14,869	-	22,244
67	Dues - TAFT UNION HIGH SC	-	1,556	1,556	1,556	1,516	1,073	1,113	1,529	1,529	11,430
68	Dues - EDISON ELEMENTAR	-	480	-	493	493	1,178	221	440	440	3,746
69	Dues - RIVERDALE UNIFIED	-	-	1,441	1,440	1,440	1,398	2,952	1,470	1,620	11,761
70	Dues - LAIDLAW EDUCATIC	-	-	-	6,308	166	4,641	29,099	6,277	6,162	52,652
71	Dues - FRESNO UNIFIED SCH	-	-	-	-	26,170	28,606	102,542	26,849	26,708	210,875
72	Dues - FASTA	-	-	-	-	-	-	30,653	6,425	10,094	47,172
73	UHW & L1877										-
74	Dues - Santa Clara University	3,686	3,943	3,818	4,073	3,762	5,983	2,153	3,661	3,846	34,924
75	Dues - Bon Appetit/SantaC U.	24	-	-	-	-	-	-	-	-	24
76	Dues - Standford	40,032	41,760	43,154	45,288	39,644	43,946	42,468	20,486	68,139	384,916
77	Dues - SLAC	10,184	24,519	35,749	13,298	34,453	25,559	24,805	11,260	25,835	205,664
78	Dues - USW Hospitals	-	-	-	-	-	-	21,949	-	-	21,949
79	Dues - Cardinal Cogen	990	993	1,000	1,004	922	858	1,648	790	(67)	8,137
80	Dues - Bon Appetit/Standford	-	-	-	-	-	-	-	-	-	-
81	Private Non-profit										-
82	Dues - Alliance for Comm Care	9,819	9,617	9,583	13,925	9,175	8,801	8,937	8,607	13,241	91,706
83	Dues - Community Solutions	4,555	1,161	3,971	2,322	1,099	3,511	2,526	2,750	4,312	26,206
84	Dues - Gardner Health	5,733	5,591	8,406	5,906	5,929	6,066	8,789	5,802	5,834	58,056
85	Dues - Rebekan Children's Hm	2,564	2,637	2,521	2,605	2,517	3,830	2,530	2,795	3,110	25,108
86	Dues - SC Bar Foundation	1,745	1,731	1,766	1,643	1,716	1,663	1,733	1,758	1,969	15,725
87	Dues - Starlight	4,263	4,452	4,973	5,182	4,668	5,038	5,054	4,737	5,478	43,844
88	Homedecares										-
89	Dues - Addus Health Center	1,267	1,114	1,139	1,145	1,242	1,185	1,210	1,338	1,239	10,879
90	Dues - IHSS San Mateo Co.	46,781	47,519	46,832	47,645	48,548	48,373	50,367	50,039	51,292	437,396
91	Dues - IHSS Santa Clara Co.	194,614	184,800	175,301	190,544	197,732	195,859	195,917	206,883	210,321	1,751,971
92	Dues - MidPen Homecare	-	2,726	4,729	-	3,011	2,308	2,748	4,229	-	19,750
93	Dues - OACM	1,894	2,808	2,023	1,914	2,002	1,876	2,820	1,901	-	17,237
94	Dues - BEAR VALLEY	480	1,411	1,460	976	1,068	1,043	1,001	958	1,445	9,842
95	Special Districts										-
96	Dues - El Camino Hospital	33,140	21,976	21,733	21,637	20,419	27,287	18,133	17,672	19,377	201,375
97	Dues - Housing Authority-SCC	5,798	5,910	8,758	5,731	5,750	5,733	5,728	5,783	10,145	59,337
98	Dues - Humane Society	767	410	750	742	819	770	1,274	837	833	7,202
99	Dues - Valley Transit Authorit	18,233	18,228	27,231	18,666	18,396	18,426	18,370	18,231	27,703	183,485
100	Dues - MACSA	-	5,670	2,880	2,805	3,079	2,848	2,814	-	5,780	25,877
101	Dues - HOPE REHABILITATI	4,792	5,106	4,997	2,699	5,248	5,573	5,356	5,327	5,381	44,478
102	Dues - YOSEMITE CONC	15,175	12,472	24,901	31,508	31,734	49,216	30,601	28,862	27,337	251,804
103	Dues - Community Act Part Ke	11,518	18,182	11,808	9,895	8,460	8,467	2,773	11,590	11,219	93,912
104	Dues - SANTA CRUZ METRO	2,707	2,721	10,772	3,234	2,179	-	2,759	5,494	8,149	38,017
105	Dues - SANTA CRUZ COMM	3,574	-	2,770	1,496	416	511	1,177	1,699	-	11,642
106	Dues - SALUD PARA LA GEN	6,028	-	7,535	2,021	4,842	4,038	4,364	8,725	4,736	42,288
107	Dues - ARVIN-EDISON WAT	688	725	725	688	707	1,069	996	615	6,938	
108	Dues - COMMUNITY ACT P	920	2,914	2,101	1,890	1,933	3,314	3,197	3,196	3,165	22,630
109	Dues - MONTEREY REGION	1,575	-	-	6,233	1,550	1,544	1,489	1,499	13,890	
110	Dues - HOPE - SAN JOSE	-	-	-	2,669	-	-	-	-	-	2,669
111	Dues - San Andreas Regional C	15,542	15,962	16,240	16,344	16,068	15,605	(149)	15,627	15,664	126,903
112	Dues - LINDSAY STRATHMC	114	114	57	172	114	95	75	75	75	892
113	Dues - SSJUD	225	213	200	200	200	200	200	200	200	1,838
114	Dues -MONTEREY CHILDRE	1,000	-	1,026	-	-	-	-	-	-	2,026
115	Dues -GOLDEN VALLEY HE	8,140	4,048	12,055	8,242	8,948	9,152	13,895	9,826	9,592	83,899
116	Dues -SAN BENITO CTY WA	58	285	431	289	352	357	364	375	820	3,332
117	Dues - SOQUEL CREEK WAT	552	974	487	-	974	487	-	974	487	4,935
118	Dues - CHAMBERLAIN'S CH	955	952	766	695	695	-	732	1,560	890	7,245
119	Dues - MARINA COAST WA	1,292	1,279	1,281	1,235	1,286	1,345	1,342	1,337	1,349	11,747

Dues Receipts of the year of 2007

	A	B	C	D	E	F	G	H	I	J	L
1		Mar-07	Apr-07	May-07	Jun-07	Jun-07	Aug-07	Sep-07	Oct-07	Nov-07	YTD 2007
120	Dues - MONTEREY BAY UNI	979	977	-	-	-	-	-	-	-	1,956
121	Dues - COMMUNITY BRIDG	487	508	476	506	-	491	1,009	446	533	4,457
122	Dues - WOMEN'S CRISIS SU	537	585	561	559	497	529	511	567	528	4,873
123	Dues - CENTRAL CA LEGAL	1,053	2,156	2,115	2,082	2,165	2,132	2,307	2,520	2,596	19,126
124	Dues - Housing Authority-MRY	3,568	3,503	3,416	3,496	-	6,902	3,467	3,517	3,570	31,439
125	Dues - PENINSULA DENTAL	378	-	-	-	-	-	(378)	-	-	-
126	Dues - CHISPA HOUSING MA	-	1,155	1,665	853	853	-	1,252	864	1,538	8,180
127	Dues - MV PUBLIC TRANSPC	-	3,796	1,912	1,856	1,856	1,800	1,828	1,828	1,828	16,702
128	Dues - ACHIEVEKIDS	-	5,645	5,576	5,531	8,303	5,592	5,572	5,500	5,954	47,672
129	Dues - PENINSULA JEWISH C	-	2,029	1,956	-	2,764	877	877	2,229	2,332	13,062
130	Dues - CHILDREN'S SERVICE	-	2,016	-	2,991	2,770	-	3,371	-	3,944	15,092
131	Dues - JEWISH COMM CTR	-	718	694	686	264	-	238	985	1,081	4,666
132	Dues - AMERICAN REDCROS	-	-	2,472	2,429	2,593	2,662	7,372	2,711	2,545	22,783
133	Dues - Housing Authority-FAT	-	-	-	1,419	1,386	2,968	12,834	2,921	2,975	24,502
134	Dues - KERN REGIONAL CENTER						9,020	44,108	8,491	8,980	70,599
135	Dues - STUDENT TRANSPORTATION						-	3,290	-	-	3,290
136	Dues - Associate Members	206	-	472	-	86	-	-	-	-	764
137	Dues - Retirees	1,701	339	1,690	-	924	1,257	815	765	622	8,112
138	Dues - 521 Staff Members	1,076	771	1,363	1,824	1,888	2,710	1,598	1,570	1,421	14,222
139	Total Dues Receipts	1,937,972	1,960,198	2,661,404	2,182,557	2,224,147	2,412,425	2,867,623	2,595,318	2,358,290	21,199,934
140	Other Income										
141	Interest / Dividend Income	-	6,158	7,601	6,986	7,767	10,529	15,063	20,039	4,553	78,696
142	Gain / Loss on Investment	-	-	-	-	-	-	-	-	-	-
143	Rebate Income	-	2,247	-	-	-	-	-	-	-	2,247
144	Rebate Org. Income	-	-	-	-	-	-	-	-	-	-
145	Rental Income	3,311	3,311	3,311	4,626	3,457	3,536	3,391	3,761	3,536	32,240
146	Misc. Income	383	61	-	47	234	15	(378)	298	-	659
147	ADMINISTRATION FEES	-	25,000	-	-	-	-	-	-	25,000	50,000
148											
149	Total Receipts	1,941,666	1,996,975	2,672,316	2,194,216	2,235,604	2,426,506	2,885,698	2,619,416	2,391,379	21,363,775

EXHIBIT M

SEIU Local 521
Financial Statement
For the month of May 2007

	B	J	M	O	P	Q	AQ	AR	AS
		Mar	Apr						
		Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)
1									
2									
3	TOTAL DUES RECEIPTS	1,937,972	1,960,198	2,376,957	2,661,404	284,446	7,130,872	6,559,573	(571,299)
4	OTHER INCOME								
5	Interest & Dividends	-	6,158	2,400	7,601	5,201	7,200	13,760	6,560
6	SMHSS Administrative Reimb.	-	25,000	5,000	-	(5,000)	15,000	25,000	10,000
7	Sublease Rent	3,311	3,311	3,600	3,311	(289)	10,800	9,933	(867)
8	Misc. Income	383	2,308	-	-	-	-	2,691	2,691
9	Total Misc. Income	3,694	36,777	11,000	10,912	(88)	33,000	51,384	18,384
10									
11	TOTAL GENERAL FUND INC	1,941,666	1,996,975	2,387,957	2,672,316	284,359	7,163,872	6,610,956	(552,916)
12									
13	GENERAL FUND EXPENSES								
14	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	(0)	903,232	903,232	-
15									
16									
17	SALARIES								
18	Administrative	29,293	34,472	37,345	34,472	2,873	112,035	98,237	13,797
19	Admin Support	15,732	18,304	37,674	32,391	5,283	113,021	66,427	46,594
20	Directors	63,466	65,828	83,896	65,581	18,315	251,688	194,876	56,812
21	Internal Organizers/Research	179,499	207,013	252,575	218,022	34,553	757,726	604,534	153,192
22	Clerical	58,721	67,066	68,579	54,179	14,400	205,736	179,967	25,770
23	Facilities	2,669	3,321	3,337	3,080	257	10,010	9,070	939
24	Data Base Services	17,152	21,396	23,217	22,889	328	69,650	61,437	8,213
25	Temp. Internal Organizers/Res	2,889	3,440	5,000	5,190	(190)	15,000	11,519	3,481
26	Temp. Clerical/Support	915	645	3,000	4,275	(1,275)	9,000	5,835	3,165
27	Vacation & Comp Time	5,611	656	25,331	5,067	20,264	75,993	11,334	64,659
28	Total Salaries	375,947	422,143	539,953	445,146	94,807	1,619,858	1,243,236	376,622
29	PAYROLL RELATED EXPENSES								
30	Pension	102,326	28,766	70,927	58,608	12,319	212,781	189,700	23,081
31	Payroll Taxes Expenses	30,413	57,561	50,662	26,190	24,473	151,986	114,163	37,823
32	Travel Staff/Admin	951	3,012	1,500	5,877	(4,377)	4,500	9,841	(5,341)
33	Travel Staff- Internal Organizer	5,977	9,614	3,000	3,634	(634)	9,000	19,225	(10,225)
34	Mileage/Ins. Reimb.-Admin & D	2,209	1,049	10,392	509	9,883	31,176	3,766	27,410
35	Mileage/Ins. Reimb.-Internal Or	15,982	17,963	21,475	17,106	4,369	64,425	51,051	13,374
36	Telephone Reimbursement	3,040	-	2,298	7,500	2,431	5,069	22,500	7,769
37	Retiree Health Exp	3,410	7,969	5,701	2,334	3,366	17,102	13,714	3,388
38	Retire Benefit Trust Fund	10,400	10,400	10,400	10,400	-	31,200	31,200	-
39	Benefits(Health, Dental, Vision,	94,218	188,515	163,718	111,093	52,624	491,153	393,826	97,327
40	Workers Comp Insurance	23,737	7,613	20,698	7,613	13,085	62,095	38,963	23,133
41	Recruiting exp	909	1,394	1,000	1,331	(331)	3,000	3,634	(634)
42	Vacancy Rate (saving)			(88,182)		(88,182)	(264,547)	-	(264,547)
43	Total Payroll Related Expen	293,572	336,154	278,790	247,127	31,663	836,371	876,853	(40,482)
44									
45	Total Salaries & Payroll Expe	669,519	758,297	818,743	692,272	126,470	2,456,229	2,120,088	336,140
46									

SEIU Local 521
Financial Statement

For the month of May 2007

	B	J	M	O	P	Q	AQ	AR	AS
1		Mar	Apr					YTD - Three months	
2		Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)
47									
48 MISCELLANEOUS									
49 Agency Fee/Assoc. Exp.	11,000	11,000	11,000	11,000	11,000	-	33,000	33,000	-
50 Capital Fund Expense	1,000	1,000	1,000	1,000	1,000	-	3,000	3,000	-
51 Admin exp share w. chapter	375	40	1,000	302	698	3,000	717	2,283	
52 Free Life insurance to members (SCR, MRY & E	1,200	6,800	2,454	4,346	20,400	3,654	16,746	16,746	
53 Chapter Fund Reimbursement	3,685	3,074	4,000	3,119	881	12,000	9,878	2,122	
54 Dodge Scholarship	1,500	1,500	1,500	1,500	-	4,500	4,500	-	
55 Good & Welfare			3,600		3,600	10,800		10,800	
56 UHW & L1877 ADMIN EXPENS	181,638	189,849	-	14,356	(14,356)	-	385,843	(385,843)	
57 Total Miscellaneous	199,198	207,663	28,900	33,732	(4,832)	86,700	440,593	(353,893)	
58									
59 ARBITRATIONS & LEGAL									
60 Arbitration Fees	7,545	3,909	3,100	1,781	1,319	9,300	13,235	(3,935)	
61 Retainer	13,262	8,995	21,740	21,791	(51)	65,220	44,049	21,171	
62 Court Costs			3,300	1,215	2,085	9,900	1,215	8,685	
63 Miscellaneous			500		500	1,500	-	1,500	
64 Total Arbitrations & Legal	20,807	12,905	28,640	24,787	3,853	85,920	58,499	27,421	
65									
66 FACILITIES									
67 Rent-SJC + 535SJC	32,716	37,673	34,922	37,731	(2,809)	104,766	108,120	(3,354)	
68 Rent-RWC	6,114	6,114	6,114	6,130	(16)	18,342	18,358	(16)	
69 Rent-Bakersfield apartment			1,525		1,525	4,575	-	4,575	
70 Rent-Fresno	6,853	273	6,900	11,793	(4,893)	20,700	18,919	1,781	
71 Rent-Santa Cruz, Watsonville	750	7,383	7,333	7,329	4	21,999	15,462	6,537	
72 Rent-Visalia	2,157	661	700	925	(225)	2,100	3,743	(1,643)	
73 Utilities	13,135	5,504	18,200	18,083	117	54,600	36,723	17,877	
74 Kitchen Sundries	1,716	2550.93	3,500	2,153	1,347	10,500	6,420	4,080	
75 Gen. Liab. Ins. & Property Tax	5,417	5,417	18,033	5,433	12,600	54,099	16,268	37,831	
76 Building Maintenance/Security/	7,948	11,783	9,000	8,608	392	27,000	28,339	(1,339)	
77 Total Admin - Facilities	76,806	77,359	106,227	98,187	8,040	318,681	252,351	66,330	
78									
79 ADMINISTRATIVE - OFFICES									
80 Audit/Acct. Fees	910	901	10,000	13,025	(3,025)	30,000	14,836	15,164	
81 Subscriptions		171	500	647	(147)	1,500	818	682	
82 Office Sundries	8,184	4,355	7,000	13,187	(6,187)	21,000	25,726	(4,726)	
83 Office Equipment Leases	36,592	44,816	40,000	25,726	14,274	120,000	107,134	12,866	
84 Equipment Maintenance & Rep	3,628	9,575	8,000	5,919	2,081	24,000	19,123	4,877	
85 Contributions			500	283	217	1,500	283	1,217	
86 Research Material & Data			2,000		2,000	6,000	-	6,000	
87 Dues Implementation			600		600	1,800	-	1,800	
88 Computer Database Services	881	2,482	10,000	777	9,223	30,000	4,141	25,859	
89 Miscellaneous		750	1,000		1,000	3,000	750	2,250	
90 Total Admin - Offices	50,195	63,051	79,600	59,564	20,036	238,800	172,811	65,989	

SEIU Local 521
Financial Statement
For the month of May 2007

	B	J	M	Apr	O	P	May	Q	AQ	AR	YTD - Three months	AS
1												
2												
92 COMMUNICATIONS												
93 Printing				12,836	11,799		8,000	7,881	119	24,000	32,516	(8,516)
94 Paper				2,445	1,244		4,000	2,404	1,596	12,000	6,092	5,908
95 Website/Station/Communication				719	799		1,500	453	1,047	4,500	1,971	2,529
96 Telephone & Internet				13,223	11,744		18,000	13,188	4,812	54,000	38,155	15,845
97 Postage				7,775	3,484		6,000	7,296	(1,296)	18,000	18,555	(555)
98 Professional Fees/Translations				55			1,000	120	880	3,000	175	2,825
99 Total Communications				36,998	29,125		38,500	31,342	7,158	115,500	97,465	18,035
100 CONFERENCES/MILEAGE												
102 Staff-Misc. Conf/Seminar							2,000		2,000		6,000	-
103 Exec. Board-Conferences							1,000		1,000		3,000	-
104 International Convention							-		-		-	-
105 Industries & Members Conferences							1,000		1,500		3,000	1,500
106 Misc. Members-Reimbursed							500		500		1,500	1,500
107 Total Conferences/Mileage							4,500	1,500	3,000	13,500	1,500	12,000
109 STAFF MEETING & TRAINING												
110 Director Training							2,000	1,845	155	6,000	1,845	4,155
111 Staff - Representation & political				4,360	7,456		10,000	662	9,338	30,000	12,478	17,522
112 Clerical Staff					1,392		800	259	541	2,400	1,651	749
113 Executive Staff					2,742		800	886	(86)	2,400	3,627	(1,227)
114 Tuition Reim.-Internal Organizers							500		500	1,500	-	1,500
115 Tuition Reim.-OPEIU							500		500	1,500	-	1,500
116 Total Staff Training				7,102	8,848		14,600	3,652	10,948	43,800	19,602	24,198
117												
118 EDUCATION & TRAINING												
119 Steward & Chief Steward Training								300		900	-	900
120 Executive Board								500		1,500	-	1,500
121 Education & Training Committee Meeting & Materials								4,000		12,000	-	12,000
122 Industry Training Events								2,000		6,000	-	6,000
123 Total Education & Training								6,800	-	20,400	-	20,400
124												
125 POLITICAL/SOCIAL INVOLVEMENT												
126 Candidates Account (\$0.10 per				7,930	9,412		6,000	9,579	(3,579)	18,000	26,921	(8,921)
127 Issues Account							-		-		-	-
128 Legal							4,000		4,000	12,000	-	12,000
129 Committee Meetings							300	68	232	900	245	655
130 Conferences							2,000		2,000	6,000	-	6,000
131 Electoral Staff/ Activity							300		300	900	-	900
132 Polls & Surveys							500		500	1,500	-	1,500
133 Special Printing							200		200	600	-	600
134 Subscriptions							25		25	75	-	75
135 Total Political/Social Involvement				8,021	9,498		13,325	9,647	3,678	39,975	27,166	12,809

SEIU Local 521
 Financial Statement
 For the month of May 2007

	B	J	Mar	M	O	P	May	Q	AQ	AR	AS
1											
2			Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)	
136											
137 SOCIAL & ECONOMIC JUSTICE											
138 Committee Meetings											
139 Conferences	778			300		22	278	900		22	878
140 Contributions/Solidarity	500			300		300	900	900		778	122
141 ** \$1.00 PER MEMBER	4,588			200		200	600	600		500	100
142 Total Social & Economic J	5,867	312	3,925	1,125	1,182	1,943	9,375	6,082	7,382	7,382	3,293
143											
144 MEMBER INVOLVEMENT											
145 Memorabilia/Give away Membe	927		20,716	5,000		17,280	(12,280)	15,000		38,922	(23,922)
146 Awards/Recognition	500		500	300		300	900	900		500	400
147 Planning & Event Prep				300		300	900	900		-	900
148 Ex Board / Advisory Board Reimbursement				500		500	1,500	1,500		-	1,500
149 Rally Rental & Bus	3,570			4,000		1,945	2,055	12,000		5,515	6,485
150 Member Reimbursement/Lost time	283			5,000		831	4,169	15,000		1,114	13,886
151 Transportation & Vehicle Exper	134			500		500	1,500	1,500		134	1,366
152 Total Member Involvement	1,561	24,569	15,600	20,056	(4,456)	46,800	46,800	46,800	46,800	614	
153											
154 NEGOTIATIONS											
155 Printing Contracts	30,237			5,000		5,000	15,000	15,000		30,237	(15,237)
156 Meetings & Supplies	445		1,690	5,000		1,087	3,913	15,000		3,222	11,778
157 Negotiations Committee Food				5,000		5,000	15,000	15,000		-	15,000
158 Strike Preparations				1,000		1,000	3,000	3,000		-	3,000
159 Automatic Strike Fund Transfer (\$0.50 per member/mom)				18,750		18,750	56,250	56,250		-	56,250
160 Total Negotiations	30,682	1,690	34,750	1,087	33,663	104,250	33,459	33,459	33,459	70,791	
161											
162 MEETINGS & EVENTS											
163 Executive Board Meetings				2,000		108	1,892	6,000		108	5,892
164 Steward/Council meetings	294		99	4,500		5,484	(984)	13,500		5,877	7,623
165 521 Party & other events	2,595		5,886	7,000		22,719	(15,719)	21,000		31,200	(10,200)
166 Advisory Board Meetings	15,570			10,000		-	10,000	30,000		15,570	14,430
167 Miscellaneous				200		200	600	600		-	600
168 Total Meetings & Events	18,459	5,985	23,700	28,311	(4,611)	71,100	52,755	52,755	52,755	18,345	
169											

SEIU Local 521
Financial Statement
For the month of May 2007

	B	J	Mar	M	O	P	Q	AQ	AR	AS
1										
2			Actual	Apr						better/(worse)
170	REPRESENTATIVE DUES									
171	SEIU \$7.65 ea	571,918	386,333	430,848	397,907	32,941	1,292,544	1,356,158	(63,614)	
172	SEIU Unity Fund \$5.00ea	347,500	238,740	266,200	247,290	18,910	798,600	833,530	(34,930)	
173	SEIU Retirees \$1.00ea	-	-	60	-	60	180	-	180	
174	SEIU Associate Members-1.00	-	-	12	-	12	36	-	36	
175	SEIU/ State Council-\$2.53ea	197,089	126,639	142,490	130,547	11,942	427,469	454,276	(26,807)	
176	So Bay CLC \$.05ea	20,898	11,230	12,100	11,172	928	36,300	43,300	(7,000)	
177	SMCO CLC \$.060ea	4,965	2,571	2,838	2,440	398	8,514	9,976	(1,462)	
178	Fresno CLC \$.035ea	510	1,619	2,800	1,950	851	8,400	4,079	4,321	
179	Bakersfield CLC \$.025ea	-	1,585	1,625	1,753	(128)	4,875	3,338	1,537	
180	Monterey & Santa Cruz LC \$.01	1,880	2,648	3,300	3,605	(305)	9,900	8,133	1,767	
181	CA Labor Fed 50% X .47ea	13,261	8,901	9,048	9,167	(120)	27,143	31,329	(4,186)	
182	Building Trades-SMCO	250	250	250	250	-	750	750	-	
183	Total Representative Dues	1,158,271	780,517	871,570	806,081	65,489	2,614,710	2,744,869	(130,159)	
184										
185	TOTAL EXPENSES	2,584,563	2,280,894	2,390,457	2,112,499	277,958	7,171,372	6,977,955	193,416	
186										
187	TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	(2,500)	559,817	562,316	(7,500)	(366,999)	(359,500)	
188										
189	VOLUNTARY TRANSFERS									
190	Building Funds	-	-	9,375	9,375	-	-	28,125	28,125	
191	Automatic Legal Defense Fund	-	9,375	9,375	9,375	-	-	-	-	
192	Strike Fund	-	-	-	-	-	-	-	-	
193	Total Transfers	9,375	9,375	9,375	9,375	-	28,125	28,125	-	
194	TOTAL INCOME LESS EXPEN	(652,272)	(293,294)	(11,875)	550,442	562,316	(35,625)	(395,124)	(359,500)	

EXHIBIT N

SEIU Local 521
Financial Statement

For the month of June 2007

	B	J	M	P	R	S	T	AQ	AR	AS
1		Mar	Apr	May	Jun					YTD - Four months
2		Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)	(765,699)
3	TOTAL DUES RECEIPTS	1,937,972	1,960,198	2,661,404	2,376,957	2,182,557	(194,400)	9,507,829	8,742,130	11,145
4	OTHER INCOME									5,000
5	Interest & Dividends	-	6,158	7,601	2,400	6,986	4,586	9,600	20,745	159
6	SMHSS Administrative Reimb	-	25,000	-	5,000	-	(5,000)	20,000	25,000	2,738
7	Sublease Rent	3,311	3,311	3,311	3,600	4,626	1,026	14,400	14,559	19,042
8	Misc. Income	383	2,308	-	-	47	47	-	-	19,042
9	Total Misc. Income	3,694	36,777	10,912	11,000	11,659	659	44,000	63,042	
10										
11	TOTAL GENERAL FUND INC	1,941,666	1,996,975	2,672,316	2,387,957	2,194,216	(193,741)	9,551,829	8,805,173	(746,657)
12										
13	GENERAL FUND EXPENSES									
14										
15	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	(0)	(0)	1,204,310	1,204,309	(0)
16										
17	SALARIES									
18	Administrative	29,293	34,472	34,472	37,345	34,472	2,873	149,380	132,710	16,670
19	Admin Support	15,732	18,304	32,391	37,674	32,264	5,410	150,694	98,691	52,004
20	Directors	63,466	65,828	65,581	83,896	71,063	12,833	335,584	265,939	69,645
21	Internal Organizers/Research	179,499	207,013	218,022	252,575	248,018	4,557	1,010,301	852,552	157,749
22	Clerical	58,721	67,066	54,179	68,579	55,436	13,142	274,315	235,403	38,912
23	Facilities	2,669	3,321	3,080	3,337	3,362	(26)	13,346	12,433	914
24	Data Base Services	17,152	21,396	22,889	23,217	23,847	(631)	92,866	85,284	7,582
25	Temp. Internal Organizers/Res	2,889	3,440	5,190	5,000	2,964	2,036	20,000	14,483	5,517
26	Temp. Clerical/Support	915	645	4,275	3,000	5,742	(2,742)	12,000	11,577	423
27	Vacation & Comp Time	5,611	656	5,067	25,331	5,921	19,410	101,324	17,255	84,069
28	Total Salaries	375,947	422,143	445,146	539,953	483,091	56,862	2,159,811	1,726,326	433,484
29	PAYROLL RELATED EXPENSES									
30	Pension	102,326	28,766	58,608	70,927	61,103	9,824	283,708	250,803	32,905
31	Payroll Taxes Expenses	30,413	57,561	26,190	50,662	29,002	21,661	202,649	143,165	59,484
32	Travel Staff-Admin	951	3,012	5,877	1,500	434	1,066	6,000	10,275	(4,275)
33	Travel Staff- Internal Organizer:	5,977	9,614	3,634	3,000	1,756	1,244	12,000	20,981	(8,981)
34	Mileage/Ins. Reimb -Admin & D	2,209	1,049	509	10,392	3,639	6,753	41,568	7,405	34,163
35	Mileage/Ins. Reimb -Internal Or	15,982	17,963	17,106	21,475	19,717	1,758	85,900	70,768	15,132
36	Telephone Reimbursement	3,040	2,298	2,431	7,500	2,457	5,043	30,000	10,226	19,774
37	Retiree Health Exp	3,410	7,969	2,334	5,701	3,236	2,464	22,802	16,950	5,852
38	Retire Benefit Trust Fund	10,400	10,400	10,400	10,400	10,400	-	41,600	41,600	-
39	Benefits(Health, Dental, Vision,	94,218	188,515	111,093	163,718	114,959	48,758	654,871	508,785	146,085
40	Workers Comp Insurance	23,737	7,613	7,613	20,698	12,613	8,085	82,794	51,576	31,218
41	Recruiting exp	909	1,394	1,331	1,000	1,175	(175)	4,000	4,810	(810)
42	Vacancy Rate (saving)				(88,182)	(88,182)	(352,730)	-	(352,730)	
43	Total Payroll Related Expen	293,572	336,154	247,127	278,790	260,491	18,299	1,115,161	1,137,344	(22,183)
44										
45	Total Salaries & Payroll Expe	669,519	758,297	692,272	818,743	743,582	75,161	1,637,486	1,427,816	209,670

SEIU Local 521
Financial Statement

For the month of June 2007

	B	J	M	P	R	S	T	AQ	AR	AS
1		Mar	Apr	May		Jun				YTD - Four months
2		Actual	Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)
46										
47										
48	MISCELLANEOUS									
49	Agency Fee/Assoc. Exp.	11,000	11,000	11,000		11,000		-	44,000	44,000
50	Capital Fund Expense	1,000	1,000	1,000		1,000		-	4,000	4,000
51	Admin exp share w. chapter	375	40	302		1,000		1,000	4,000	717
52	Free Life insurance to members (SCR, MRY & E)	1,200	2,454	6,800		1,227		5,573	27,200	3,283
53	Chapter Fund Reimbursement	3,685	3,074	3,119		4,000		3,893	107	22,319
54	Dodge Scholarship	1,500	1,500	1,500		1,500		-	6,000	2,230
55	Good & Welfare					3,600		3,600	14,400	-
56	UHW & L1877 ADMIN EXPENS	181,638	189,849	14,356		-		39,412	(39,412)	14,400
57	Total I Miscellaneous	199,198	207,663	33,732	28,900	58,032	(29,132)	115,600	498,625	(425,256)
58										(383,025)
59	ARBITRATIONS & LEGAL									
60	Arbitrations Fees	7,545	3,909	1,781		3,100		8,374	(5,274)	12,400
61	Retainer	13,262	8,995	21,791		21,740		11,237	10,503	86,960
62	Court Costs					1,215		3,300	3,300	13,200
63	Miscellaneous					500		500	2,000	1,215
64	Total Arbitrations & Legal	20,807	12,905	24,787	28,640	19,611	9,029	114,560	78,110	36,450
65										
66	FACILITIES									
67	Rent-SJC + 535SJC	32,716	37,673	37,731		34,922		37,643	(2,721)	139,688
68	Rent-RWC	6,114	6,114	6,130		6,114		6,130	(16)	24,456
69	Rent-Bakersfield apartment					1,525		1,525	1,525	6,100
70	Rent-Fresno	6,853	273	11,793		6,900		11,425	(4,525)	27,600
71	Rent-Santa Cruz, Watsonville &	750	7,383	7,329		7,333		7,329	4	29,332
72	Rent-Visalia	2,157	661	925		700		661	39	2,800
73	Utilities	13,135	5,504	18,083		18,200		16,099	2,101	72,800
74	Kitchen Sundries	1,716	2550.93	2,153		3,500		2,328	1,172	14,000
75	Gen. Liab. Ins. & Property Tax (5,417	5,417	5,433		18,033		8,089	9,943	72,131
76	Building Maintenance/Security/	7,948	11,783	8,608		9,000		17,551	(8,551)	36,000
77	Total Admin - Facilities	76,806	77,359	98,187	106,227	107,255	(1,028)	424,907	359,606	65,301
78										
79	ADMINISTRATIVE - OFFICES									
80	Audit/Acct. Fees	910	901	13,025		10,000		1,471	8,529	40,000
81	Subscriptions		171	647		500		-	500	2,000
82	Office Sundries	8,184	4,355	13,187		7,000		5,770	1,230	28,000
83	Office Equipment Leases	36,592	44,816	25,726		40,000		43,588	(3,588)	160,000
84	Equipment Maintenance & Rep	3,628	9,575	5,919		8,000		6,270	1,730	32,000
85	Contributions			283		500		500	2,000	283
86	Research Material & Data					2,000			2,000	-
87	Dues Implementation					600		600	2,400	8,000
88	Computer Database Services	881	2,482	777		10,000		777	9,223	4,918
										35,082

SEIU Local 521
Financial Statement

For the month of June 2007

	B	J	M	P	R	S	T	AQ	AR	AS
	Mar	Apr	May	Jun				YTD - Four months		
	Actual	Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)	
1										
2										
89	Miscellaneous									
90	Total Admin - Offices	50,195	63,051	59,564	79,600	57,876	21,724	318,400	230,687	87,713
92	COMMUNICATIONS									
93	Printing	12,836	11,799	7,881	8,000	11,160	(3,160)	32,000	43,677	(11,677)
94	Paper	2,445	1,244	2,404	4,000	3,609	391	16,000	9,702	6,298
95	Website/Station/communication	719	799	453	1,500	310	1,190	6,000	2,281	3,719
96	Telephone & Internet	13,223	11,744	13,188	18,000	18,048	(48)	72,000	56,203	15,797
97	Postage	7,775	3,484	7,296	6,000	2,642	3,359	24,000	21,196	2,804
98	Professional Fees/Translations			55	120	1,000	195	805	4,000	370
99	Total Communications	36,998	29,125	31,342	38,500	35,964	2,536	154,000	133,429	20,571
100										
101	CONFERENCES/MILEAGE									
102	Staff-Misc. Conf/Seminar									
103	Exec. Board-Conferences									
104	International Convention									
105	Industries & Members Conferences									
106	Misc. Members-Reimbursed									
107	Total Conferences/Mileage	-	-	1,500	4,500	874	3,626	18,000	2,374	15,626
108										
109	STAFF MEETING & TRAINING									
110	Director Training									
111	Staff - representation & political	4,360	7,456	1,845	2,000	2,000	0	8,000	1,845	6,155
112	Clerical Staff									
113	Executive Staff									
114	Tuition Reim.-Internal Organizers									
115	Tuition Reim.-OPEIU									
116	Total Staff Training	7,102	8,848	3,652	14,600	1,354	13,246	58,400	20,955	37,445
117										
118	EDUCATION & TRAINING									
119	Steward & Chief Steward Training									
120	Executive Board									
121	Education & Training Committee Meeting & Materials									
122	Industry Training Events									
123	Total Education & Training	-	-	6,800	29	6,771	27,200	29	29	27,171
124										
125	POLITICAL/SOCIAL INVOLVEMENT									
126	Candidates Account (\$0.10 per									
127	Issues Account									
128	Legal									
129	Committee Meetings									
130	Conferences									
131	Electoral Staff/ Activity									
132	Polis & Surveys									

SEIU Local 521
Financial Statement

For the month of June 2007

	B	J	M	P	R	S	T	AQ	AR	AS
	Mar	Apr	May							
	Actual	Actual	Actual	Budget	Actual	better/(worse)		Budget	Actual	better/(worse)
1										
2										
133 Special Printing										
134 Subscriptions										
135 Total Political/Social Involv	8,021	9,498	9,647	13,325	11,199	2,126	53,300	38,365	-	14,935
136										
137 SOCIAL & ECONOMIC JUSTICE										
138 Committee Meetings										
139 Conferences										
140 Contributions/Solidarity										
141 *** \$1.00 PER MEMBER										
142 Total Social & Economic J	5,867	312	1,182	3,125	874	3,051	15,700	8,256	-	7,444
143										
144 MEMBER INVOLVEMENT										
145 Memorabilia/Give away Membe										
146 Awards/Recognition										
147 Planning & Event Prep										
148 Ex Board / Advisory Board Reimbursement										
149 Rally Rental & Bus										
150 Member Reimbursement/Lost time										
151 Transportation & Vehicle Exper										
152 Total Member Involvement	1,561	24,569	20,056	15,600	8,995	6,605	62,400	55,181	-	7,219
153										
154 NEGOTIATIONS										
155 Printing Contracts										
156 Meetings & Supplies										
157 Negotiations Committee Food										
158 Strike Preparations										
159 Automatic Strike Fund Transfer (\$0.50 per member/mom)										
160 Total Negotiations	30,682	1,690	1,087	34,750	2,287	32,463	139,000	35,746	-	103,254
161										
162 MEETINGS & EVENTS										
163 Executive Board Meetings										
164 Steward/Council meetings										
165 521 Party & other events										
166 Advisory Board Meetings										
167 Miscellaneous										
168 Total Meetings & Events	18,459	5,985	28,311	23,700	6,526	17,174	94,800	59,281	-	35,519
169										

SEIU Local 521
Financial Statement
For the month of June 2007

	B	J	M	P	R	S	T	AQ	AR	AS
1		Mar	Apr	May						YTD - Four months
2		Actual	Actual		Budget	Actual	better/(worse)	Budget	Actual	better/(worse)
170	REPRESENTATIVE DUES									
171	SEIU \$7.65 ea	571,918	386,333	397,907	430,848	412,366	18,482	1,723,392	1,768,523	(45,131)
172	SEIU Unity Fund \$5.00ea	347,500	238,740	247,290	266,200	254,750	11,450	1,064,800	1,088,280	(23,480)
173	SEIU Retirees \$1.00ea	-	-	-	60	-	60	240	-	240
174	SEIU Associate Members-1.00	-	-	-	12	-	12	48	-	48
175	SEIU/ State Council-\$2.53ea	197,089	126,639	130,547	142,490	157,157	(14,667)	569,958	611,433	(41,474)
176	So Bay CLC \$.55ea	20,898	11,230	11,172	12,100	16,311	(4,211)	48,400	59,611	(11,211)
177	SMCO CLC \$.60ea	4,965	2,571	2,440	2,838	2,629	209	11,352	12,605	(1,253)
178	Fresno CLC \$.35ea	510	1,619	1,950	2,800	2,237	564	11,200	6,315	4,885
179	Bakersfield CLC \$.25ea	-	1,585	1,753	1,625	1,854	(229)	6,500	5,193	1,308
180	Monterey & Santa Cruz LC \$.05	1,880	2,648	3,605	3,300	3,600	(300)	13,200	11,733	1,467
181	CA Labor Fed 50% X .47ea	13,261	8,901	9,167	9,048	9,501	(453)	36,190	40,829	(4,639)
182	Building Trades-SMCO	250	250	250	250	275	(25)	1,000	1,025	(25)
183	Total Representative Dues	1,158,271	780,517	806,081	871,570	860,678	10,892	3,486,280	3,605,547	(119,266)
184										
185	TOTAL EXPENSES	2,584,563	2,280,894	2,112,499	2,390,457	2,216,213	174,243	7,924,343	7,758,314	166,028
186										
187	TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	559,817	(2,500)	(21,997)	(19,498)	(10,000)	(388,996)	(378,998)
188										
189	VOLUNTARY TRANSFERS									
190	Building Funds									
191	Automatic Legal Defense Fund									
192	Strike Fund									
193	Total Transfers	9,375	9,375	9,375	9,375	9,375	-	37,500	37,500	-
194	TOTAL INCOME LESS EXPEN	(652,272)	(293,294)	550,442	(11,875)	(31,372)	(19,498)	(47,500)	(426,496)	(378,998)

EXHIBIT O

SEIU Local 521
Financial Statement

For the month of August 2007

1	B	Mar	Apr	M	P	S	V	Jul	X	Y	Z	AQ	AR	AS
2		Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(worse)	Budget	Actual	YTD - Six months	better/(worse) (883,041)
3	TOTAL DUES RECEIPTS	1,937,972	1,960,198	2,661,404	2,182,557	2,224,147	2,376,957	2,412,425	35,468	14,261,744	13,378,703	14,400	39,041	24,641
4	OTHER INCOME	-	6,158	7,601	6,986	7,767	2,400	10,529	8,129	(5,000)	30,000	25,000	(5,000)	
5	Interest & Dividends	-	25,000	-	-	-	5,000	(64)	15	21,600	21,552	-	2,986	(48)
6	SMI-HSS Administrative Reimb	3,311	3,311	4,626	3,457	3,600	3,536	15	15	2,986	2,986	-	22,580	22,580
7	Sublease Rent	383	2,308	-	47	234	-	-	-	-	-	-	-	
8	Misc. Income	3,694	36,777	10,912	11,659	11,457	11,000	14,081	3,081	66,000	88,580	-	-	
9	Total Misc. Income													
10														
11	TOTAL GENERAL FUND INC	1,941,666	1,996,975	2,672,316	2,194,216	2,235,604	2,387,957	2,426,506	38,548	14,327,744	13,467,283	(860,461)		
12														
13	GENERAL FUND EXPENSES													
14														
15	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	301,077	301,077	(0)	1,806,465	1,806,463	1		
16														
17	SALARIES													
18	Administrative	29,293	34,472	34,472	34,472	34,472	37,345	50,267	(12,922)	224,069	217,448	6,621		
19	Admin Support	15,732	18,304	32,391	32,264	32,224	37,674	54,556	(16,882)	226,041	185,471	40,571		
20	Directors	63,466	65,828	65,581	71,063	70,314	83,896	105,810	(21,914)	503,376	442,064	61,312		
21	Internal Organizers/Research	179,499	207,013	218,022	248,018	258,140	252,575	413,449	(160,874)	1,515,452	1,524,142	(8,690)		
22	Clerical	58,721	67,066	54,179	55,436	60,802	68,579	87,339	(18,761)	411,472	383,544	27,928		
23	Facilities	2,669	3,321	3,080	3,362	3,203	3,337	4,878	(1,541)	20,019	20,513	(494)		
24	Data Base Services	17,152	21,396	22,889	23,847	23,361	23,217	36,212	(12,996)	139,299	144,858	(5,559)		
25	Temp. Internal Organizers/Res	2,889	3,440	5,190	2,964	9,863	5,000	2,615	2,385	30,000	26,961	3,039		
26	Temp. Clerical/Support	915	645	4,275	5,742	9,403	3,000	5,993	(2,993)	18,000	26,974	(8,974)		
27	Vacation & Comp Time	5,611	656	5,067	5,921	4,294	25,331	13,090	12,241	151,986	34,640	117,347		
28	Total Salaries	375,947	422,143	445,146	483,091	506,077	539,953	774,211	(234,258)	3,239,716	3,006,614	233,101		
29	PAYROLL RELATED EXPENSES													
30	Pension	102,326	28,766	58,608	61,103	60,615	70,927	96,949	(26,022)	425,562	408,368	17,194		
31	Payroll Taxes Expenses	30,413	57,561	26,190	29,002	29,278	50,662	52,793	(2,131)	303,973	225,236	78,737		
32	Travel Staff-Admin	951	3,012	5,877	434	3,564	1,500	6,410	(4,910)	9,000	20,249	(11,249)		
33	Travel Staff- Internal Organizer	5,977	9,614	3,634	1,756	5,335	3,000	3,757	(757)	18,000	30,073	(12,073)		
34	Mileage/lns. Reimb.-Admin & L	2,209	1,049	509	3,639	3,084	10,392	2,164	8,228	62,352	12,654	49,698		
35	Mileage/lns. Reimb.-Internal O	15,982	17,963	17,106	19,717	22,226	21,475	19,248	2,227	128,850	112,242	16,608		
36	Telephone Reimbursement	3,040	2,298	2,431	2,457	4,085	7,500	4,349	3,151	45,000	18,660	26,340		
37	Retiree Health Exp	3,410	7,969	2,334	3,236	7,085	5,701	6,569	(868)	34,203	30,603	3,600		
38	Retire Benefit Trust Fund	10,400	10,400	10,400	10,400	10,400	10,400	10,400	-	62,400	62,400	-		
39	Benefits(Health, Dental, Vision	94,218	188,515	111,093	114,959	144,501	163,718	89,661	74,057	982,306	742,947	239,359		
40	Workers Comp Insurance	23,737	7,613	7,613	12,613	7,613	20,698	7,613	13,085	124,190	66,802	57,389		
41	Recruiting exp	909	1,394	1,331	1,175	1,271	1,000	1,501	(501)	6,000	7,582	(1,582)		
42	Vacancy Rate (saving)									(529,095)	-	(529,095)		
43	Total Payroll Related Expe	293,572	336,154	247,127	260,491	299,057	278,790	301,414	(22,624)	1,672,741	1,737,815	(65,074)		
44														
45	Total Salaries & Payroll Expe	669,519	758,297	692,272	743,582	805,134	818,743	1,075,625	(256,882)	4,912,457	4,744,429	168,028		
46														

SEIU Local 521
Financial Statement

For the month of August 2007

	B	J	M	P	S	V	X	Y	Z	AQ	AR	AS
1			Mar	Apr	May	Jun	Jul	Aug		YTD - Six months		
2			Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	better/(worse)	
47												
48 MISCELLANEOUS												
49 Agency Fee/Assoc. Exp.	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000		66,000	66,000	-
50 Capital Fund Expense	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000		6,000	6,000	-
51 Admin exp share w. chapter	375	40	302									
52 Free Life Insurance to members (SCR, MRY &	1,200	2,454	1,227	1,026	6,800	1,227	5,573	40,800	7,135	5,283	33,665	
53 Chapter Fund Reimbursement	3,685	3,074	3,119	3,893	4,249	4,000	4,191	(191)	24,000	22,210	1,790	
54 Dodge Scholarship	1,500	1,500	1,500	1,500	1,500	1,500	1,500		9,000	9,000	-	
55 Good & Welfare									21,600	262	21,338	
56 UHW & L1877 ADMIN EXPEN	181,638	189,849	14,356	39,412	167,420	-	21,011	(21,011)		613,687	(613,687)	
57 Hanford - Shawhan Expenses	-	-	-	-	10,000	-	10,000	(10,000)		-	20,000	(20,000)
58 Ex-Board Stipend	-	-	-	-	2,200	-	2,200	(2,200)			4,400	(4,400)
59 Total Miscellaneous	199,198	207,663	33,732	58,032	198,395	28,900	52,391	(23,491)	173,400	749,411	(576,011)	
60												
61 ARBITRATIONS & LEGAL												
62 Arbitrations Fees	7,545	3,909	1,781	8,374	7,911	3,100	1,758	1,342	18,600	31,279	(12,679)	
63 Retainer	13,262	8,995	21,791	11,237	27,134	21,740	20,117	1,623	130,440	102,537	27,903	
64 Court Costs			1,215			3,300		3,300	19,800	1,215	18,585	
65 Miscellaneous						500		500	3,000	-	3,000	
66 Total Arbitrations & Legal	20,807	12,905	24,787	19,611	35,045	28,640	21,875	6,765	171,840	135,030	36,810	
67												
68 FACILITIES												
69 Rent-SJC + 535SJC	32,716	37,673	37,731	37,643	37,597	34,922	32,827	2,095	209,532	216,187	(6,655)	
70 Rent-RWC	6,114	6,114	6,130	6,130	6,130	6,114	6,330	(216)	36,684	36,948	(264)	
71 Rent-Bakersfield Apartment												9,150
72 Rent-Fresno	6,853	273	11,793	11,425	11,402	6,900	6,853	47	41,400	48,600	(7,200)	
73 Rent-Santa Cruz, Watsonville	750	7,383	7,329	7,329	7,329	7,333	7,329	4	43,988	37,450	6,548	
74 Rent-Visalia	2,157	661	925	661	661	700	800	(100)	4,200	5,865	(1,665)	
75 Utilities	13,135	5,504	18,083	16,099	15,341	18,200	17,166	1,034	109,200	85,329	23,871	
76 Kitchen Sundries	1,716	2550.93	2,153	2,328	(1,337)	3,500	5,432	(1,932)	21,000	12,843	8,157	
77 Gen. Liab. Ins. & Property Tax	5,417	5,417	5,433	8,089	9,216	18,033	5,417	12,616	108,197	38,990	69,207	
78 Building Maintenance/Security/	7,948	11,783	8,608	17,551	13,286	9,000	14,082	(5,082)	54,000	73,257	(19,257)	
79 Total Admin - Facilities	76,806	77,359	98,187	107,255	99,626	106,227	96,237	9,990	637,361	555,468	81,893	
80												
81 ADMINISTRATIVE - OFFICES												
82 Audit/Acct. Fees	910	901	13,025	1,471	1,145	10,000	13,752	(3,752)	60,000	31,204	28,796	
83 Subscriptions		171	647	-	115	500	226	274	3,000	1,159	1,841	
84 Office Sundries	8,184	4,355	13,187	5,770	9,429	7,000	7,008	(8)	42,000	47,933	(5,933)	
85 Office Equipment Leases	36,592	44,816	25,726	43,588	32,548	40,000	28,896	11,104	240,000	212,166	27,834	
86 Equipment Maintenance & Rep	3,628	9,575	5,919	6,270	5,751	8,000	5,384	2,616	48,000	36,527	11,473	
87 Contributions	283				1,000	500		500	3,000	1,283	1,717	
88 Research Material & Data						2,000		2,000	12,000	-	12,000	
89 Dues Implementation						600		600	3,600	-	3,600	
90 Computer Database Services	881	2,482	777	777	324	10,000	52	9,948	60,000	5,294	54,706	

SEIU Local 521
Financial Statement
For the month of August 2007

	B	J	M	P	S	V	X	Y	Z	AQ	AR	AS
1		Mar	Apr	May	Jun	Jul				YTD - Six months		
2			Actual	Actual	Actual							
91	Miscellaneous		750		59,564	57,876						
92	Total Admin - Offices	50,195	63,051		50,312	79,600	55,318	24,282		477,600	336,316	141,284
94	COMMUNICATIONS											
95	Printing	12,836	11,799	7,881	11,160	3,342	8,000	1,787	6,213	48,000	48,806	(806)
96	Paper	2,445	1,244	2,404	3,609	2,473	4,000	411	3,589	24,000	12,585	11,415
97	Website/Station/communication	719	799	453	310	251	1,500	303	1,197	9,000	2,835	6,165
98	Telephone & Internet	13,223	11,744	13,188	18,048	11,957	18,000	12,207	5,793	108,000	80,367	27,633
99	Postage	7,775	3,484	7,296	2,642	8,675	6,000	8,709	(2,709)	36,000	38,580	(2,580)
100	Professional Fees/Translations		55	120	195		1,000		1,000	6,000	370	5,630
101	Total Communications	36,998	29,125	31,342	35,964	26,698	38,500	23,416	15,084	231,000	183,543	47,457
102	CONFFERENCES/MILEAGE											
104	Staff-Misc. Conf/Seminar					175	2,000	575	1,425	12,000	750	11,250
105	Exec. Board-Conferences						1,000	1,000	6,000	6,000	-	6,000
106	International Conventions							-	-		-	-
107	Industries & Members Conferences											
108	Misc. Members-Reimbursed											
109	Total Conferences/Mileage		-	1,500	874	-	4,500	575	3,925	27,000	2,949	24,051
110	STAFF MEETING & TRAINING											
112	Director Training											
113	Staff - Representation & politica	4,360	7,456	662			2,000	2,000	12,000	1,845	10,155	
114	Clerical Staff			1,392	259	323	10,000	5,076	4,924	60,000	17,555	42,446
115	Executive Staff				886	1,030	177	800	568	232	4,800	2,719
116	Tuition Reim.-Internal Organizers							800	800	4,800	4,657	143
117	Tuition Reim.-OPEIU							500	500	3,000	-	3,000
118	Total Staff Training								500	3,000	-	3,000
119	EDUCATION & TRAINING											
120	Educaion & Training											
121	Steward & Chief Steward Training											
122	Executive Board											
123	Education & Training Committee Meeting & Materials											
124	Industry Training Events											
125	Total Education & Training		-	-	29	-	6,800	-	6,800	40,800	29	40,771
126	POLITICAL/SOCIAL INVOLVEMENT											
128	Candidates Account (\$0.10 per)	7,930	9,412	9,579	9,902	4,091	6,000	2,004	3,996	36,000	42,917	(6,917)
129	Issues Account						-	2,003	(2,003)	-	2,003	(2,003)
130	Legal						4,000	4,000	4,000	24,000	-	24,000
131	Committee Meetings			86	68	1,298	509	2,000	(101)	1,800	1,944	(144)
132	Conferences							2,000	2,000	12,000	509	11,491
133	Electoral Staff/ Activity							300	300	1,800	-	1,800
134	Polls & Surveys							247	500	500	3,000	247
135	Special Printing							200	200	1,200	-	2,753
136	Subscriptions							25	25	150	-	150

SEIU Local 521
Financial Statement
For the month of August 2007

1	B	J	M	P	S	V	X	Y	Z	AQ	AR	AS
2		Mar	Apr	May	Jun							
137	Total Political/Social Invol	Actual	Actual	Actual	Actual							
138	SOCIAL & ECONOMIC JUSTICE											
139	SOCIAL & ECONOMIC JUSTICE											
140	Committee Meetings	8,021	9,498	9,647	11,199							
141	Conferences	778		22	524							
142	Contributions/Solidarity	500			350							
143	** \$1.00 PER MEMBER	4,568	312	1,182		2,487	3,125	8,844	(5,719)	18,750	17,413	1,337
144	Total Social & Economic.	5,867	312	1,204	874	2,487	3,925	9,696	(5,771)	23,550	20,438	3,112
145	MEMBER INVOLVEMENT											
147	Memorabilia/Give away Membr	927	20,716	17,280	8,235	21,247	5,000	82,260	(77,260)	30,000	150,665	(120,665)
148	Awards/Recognition	500					300	300	1,800	500	500	1,300
149	Planning & Event Prep						300	300	1,800	-	-	1,800
150	Ex Board / Advisory Board Reimbursement						500	500	3,000	-	-	3,000
151	Rally Rental & Bus		3,570	1,945	760		4,000	74	3,926	24,000	6,349	17,651
152	Member Reimbursement/Lost time		283	831		1,414	5,000	569	4,431	30,000	3,097	26,903
153	Transportation & Vehicle Expe	134					500	500	3,000	3,000	134	2,866
154	Total Member Involvement	1,561	24,569	20,056	8,995	22,661	15,600	82,903	(67,303)	93,600	160,745	(67,145)
155	NEGOTIATIONS											
157	Printing Contracts	30,237				507	5,000	(447)	5,447	30,000	30,297	(297)
158	Meetings & Supplies	445	1,690	1,087	2,287	2,656	5,000	6,527	(1,527)	30,000	14,692	15,308
159	Negotiations Committee Food						5,000	5,000	5,000	30,000	-	30,000
160	Strike Preparations						1,000		1,000	6,000	-	6,000
161	Automatic Strike Fund Transfer (\$0.50 per member/mom)						18,750		18,750	112,500	-	112,500
162	Total Negotiations	30,682	1,690	1,087	2,287	3,163	34,750	6,081	28,669	208,500	44,989	163,511
163	MEETINGS & EVENTS											
165	Executive Board Meetings					665	2,000	210	1,790	12,000	982	11,018
166	Steward/Council meetings	294	99	5,484	4,961	4,281	4,500	26	4,474	27,000	15,146	11,854
167	521 Party & other events	2,595	5,886	22,719	1,565		7,000	3,516	3,484	42,000	36,281	5,719
168	Advisory Board Meetings	15,570		-			10,000	2,761	7,239	60,000	18,331	41,669
169	Miscellaneous						200		200	1,200	-	1,200
170	Total Meetings & Events	18,459	5,985	28,311	6,526	4,946	23,700	6,513	17,187	142,200	70,740	71,460
171												

SEIU Local 521
Financial Statement

For the month of August 2007

	B	J	M	P	S	V	X	Y	Z	AQ	AR	AS
1			Mar	Apr	May	Jun	Jul	Aug				
2			Actual	Actual	Actual	Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)
172	REPRESENTATIVE DUES											
173	SEIU \$7.65 ea	571,918	386,333	397,907	412,366	424,540	430,848	417,300	13,548	2,585,088	2,610,363	(25,275)
174	SEIU Unity Fund \$5.00ea	347,500	238,740	247,290	254,750	265,260	266,200	263,365	2,835	1,597,200	1,616,905	(19,705)
175	SEIU Retirees \$1 00ea	-	-	-	-	-	-	60	602	(542)	360	(242)
176	SEIU Associate Members-1.00							-	12	-	72	-
177	SEIU/ State Council-\$2.53ea	197,089	126,639	130,547	157,157	139,986	142,490	148,237	(5,747)	854,938	899,655	(44,717)
178	So Bay CLC \$0.55ea	20,898	11,230	11,172	16,311	14,002	12,100	16,062	(3,962)	72,600	89,675	(17,075)
179	SMCO CLC \$0.60ea	4,965	2,571	2,440	2,629	2,371	2,838	2,155	683	17,028	17,131	(103)
180	Fresno CLC \$0.35ea	510	1,619	1,950	2,237	1,967	2,800	2,198	602	16,800	10,480	6,320
181	Bakersfield CLC \$0.25ea	-	1,585	1,753	1,854	1,760	1,625	1,808	(183)	9,750	8,760	990
182	Monterey & Santa Cruz LC \$0.	1,880	2,648	3,605	4,284	3,300	3,989	(689)	19,800	20,006	(206)	
183	CA Labor Fed 50% X .47ea	13,261	8,901	9,167	9,501	9,830	9,048	9,720	(673)	54,285	60,379	(6,094)
184	Building Trades-SMCO	250	250	250	275	275	250	275	(25)	1,500	1,575	(75)
185	Total Representative Due:	1,158,271	780,517	806,081	860,678	864,274	871,570	865,710	5,860	5,229,421	5,335,531	(106,110)
186												
187	TOTAL EXPENSES	2,584,563	2,280,894	2,112,499	2,216,213	2,418,840	2,390,457	2,607,469	(217,013)	14,342,744	14,220,478	122,265
188												
189	TOTAL INCOME LESS TOTAL	(642,897)	(283,919)	559,817	(21,997)	(183,236)	(2,500)	(180,964)	(178,465)	(10,000)	(388,996)	(378,998)
190												
191	VOLUNTARY TRANSFERS											
192	Building Funds											
193	Automatic Legal Defense Fund		9,375	9,375	9,375	9,375	9,375	9,375	-	-	-	-
194	Strike Fund	-										
195	Total Transfers	9,375	9,375	9,375	9,375	9,375	9,375	9,375	-	56,250	56,250	-
196	TOTAL INCOME LESS EXPENSE	(652,272)	(293,294)	550,442	(31,372)	(192,611)	(11,875)	(190,339)	(178,465)	(47,500)	(426,496)	(378,998)

EXHIBIT P

Financial Statement

For the month of September 2007

Financial Statement

For the month of September 2007

	B	J	M	P	S	V	AA	AB	AC	AQ	AR	AS
1												
2												
48 MISCELLANEOUS												
49 Agency Fee/Assoc. Exp.												
50 Capital Fund Expense	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
51 Admin exp share w. chapter	375	40	302									
52 Free Life Insurance to members (SCR MRY)	1,200	2,454	1,227	1,026	1,227	6,800	1,123	6,800	4,191	5,677	47,800	8,258
53 Chapter Fund Reimbursement	3,074	3,119	3,893	4,249	4,191	4,000	4,000	4,000	4,000	4,000	28,000	22,210
54 Dodge Scholarship	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	10,500	10,500
55 Good & Welfare												
56 UHW & L1877 ADMIN EXPENSE	181,638	189,849	14,356	39,412	167,420	21,011	-	175,580	(176,580)	-	789,267	(789,267)
57 Hanford - Shawhan Expense	-	-	-	-	10,000	10,000	-	10,000	(10,000)	-	30,000	(30,000)
58 Ex-Board Stipend	-	-	-	-	2,200	2,200	-	1,500	(1,500)	-	5,900	(5,900)
59 Total Miscellaneous	199,98	207,663	33,732	68,032	198,395	62,391	28,900	208,630	(178,730)	202,300	968,041	(755,721)
60 ARBITRATIONS & LEGAL												
61 Arbitrations Fees	7,545	3,909	1,781	8,374	7,911	1,758	3,100	9,825	(6,725)	21,700	41,103	(19,403)
62 Arbitrator Retainer	13,262	8,995	21,791	11,237	27,134	20,117	21,40	23,576	(1,836)	152,80	126,113	26,067
63 Court Costs	-	-	215	-	-	-	3,300	23,00	-	1,216	1,216	21,885
64 Miscellaneous							500	3,500	-	-	-	3,500
65 Total Arbitrations & Leg	20,807	12,906	24,787	19,611	35,045	21,875	28,640	33,401	(4,781)	200,480	168,431	32,049
66 FACILITIES												
67 Rent-SJJC + 535SJC	32,716	37,673	37,643	37,597	32,827	34,922	31,282	34,922	31,282	3,840	244,454	247,469
68 Rent-RWC	6,114	6,130	6,130	6,130	6,330	6,114	6,330	6,114	6,330	(2,16)	42,798	43,278
69 Rent-Bakersfield Apartment	6,853	273	11,793	11,425	11,402	6,853	6,900	8,086	(1,196)	10,675	-	(3,016)
70 Rent-Fresno	750	7,383	7,329	7,329	7,329	7,329	7,329	7,329	7,329	4,152	48,300	56,695
71 Rent-Santa Cruz, Watsonville	2,157	661	925	861	861	800	700	800	800	51,331	44,780	6,885
72 Rent-Visalia	13,395	5,504	18,085	16,099	15,341	17,166	18,200	14,961	10,000	10,675	10,675	(6,395)
73 Utilities	1,716	2550,93	2,133	2,328	(1,387)	5,432	3,500	4,958	(1,458)	24,500	17,800	6,700
74 Kitchen Sundries	5,417	5,433	8,089	9,216	5,417	18,033	8,314	9,719	126,230	47,304	126,230	78,926
75 Gen. Liab. Ins. & Property Ta	7,948	11,783	8,608	17,551	13,286	14,082	9,000	10,959	(1,959)	63,000	84,216	(21,216)
76 Building Maintenance/Security	76,906	77,359	91,187	107,256	99,626	96,237	106,227	93,028	13,199	741,588	642,498	95,092
77 Total Admin - Facilities												
78 ADMINISTRATIVE - OFFICES												
79 Audit/Acc. Fees	910	901	13,025	1,471	1,145	13,752	10,000	1,029	10,000	241	3,500	32,233
80 Subscriptions	171	647	-	115	226	500	259	-	-	-	-	3,500
81 Office Sundries	8,184	4,355	13,187	5,770	9,429	7,008	7,000	9,050	(2,050)	49,000	56,983	(7,983)
82 Office Equipment Leases	36,592	44,816	43,726	43,588	32,548	28,896	40,000	31,213	8,787	280,000	252,319	36,621
83 Equipment Maintenance & R	3,628	9,575	5,919	6,270	5,761	5,384	8,000	7,275	56,000	37,252	187,48	187,48
84 Contributions					1,000	500	500	500	500	1,283	-	2,217
85 Research Material & Data							2,000	2,000	2,000	-	-	14,000
86 Dues Implementation							600	600	600	4,200	-	4,200
87 Computer Database Service:	881	2,482	777	777	324	52	10,000	5,553	4,447	70,000	10,847	59,153
88 Miscellaneous	91	750	0	1,000	1,000	1,000	1,000	1,000	1,000	7,000	7,000	6,250
89 Total Admin - Offices	60,195	63,051	57,876	60,312	55,318	79,600	47,829	31,771	31,771	31,771	31,771	31,771

Financial Statement

For the month of September 2007

	B	J	M	P	S	V	Y	AA	AB	AC	AQ	AR	AS
	1	2	3	4	5	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Seven months
2													
94 COMMUNICATIONS													
95 Printing	12,836	11,799	7,881	11,160	3,342	1,787	8,000	4,429	3,571	58,000	53,235	2,765	
96 Paper	2,445	1,244	2,404	3,609	2,473	411	4,000	1,607	2,393	28,000	14,192	13,308	
97 Website/Station/communicat	719	799	463	310	261	303	1,500	1,867	(367)	10,500	4,703	5,797	
98 Telephone & Internet	13,223	11,744	13,188	18,048	11,957	12,207	18,000	9,544	8,456	78,000	89,911	36,089	
99 Postage	7,775	3,484	7,296	2,642	8,675	8,709	6,000	5,776	224	42,000	44,356	2,556	
100 Professional Fees/Translations	55	120	195	1000	405	595	7,000	775	775	6,225			
101 Total Communications	36,998	29,125	31,342	35,984	26,698	23,416	38,600	23,628	14,872	28,500	207,171	62,329	
102 CONFERENCE/MILEAGE													
104 Staff-Misc. Conf/Seminar													
105 Exec. Board-Conferences													
106 International Convention													
107 Industries & Members Conferences													
108 Misc. Members-Reimbursed													
109 Total Conferences/Milea													
110 STAFF MEETING & TRAINING													
112 Director Training													
113 Staff - representation & politi	4,360	7,456	662		5,076		10,000	6,286	3,74	70,000	37,333	10,267	
114 Clerical Staff													
115 Executive Staff													
116 Tuition Reim.-Internal Organizers													
117 Tuition Reim.-OPEIU													
118 Total Staff Training	7,102	8,848		3,662	1,354		177	5,644	9,142	6,468	102,200	36,918	66,282
119													
120 EDUCATION & TRAINING													
121 Steward & Chief Steward Training													
122 Executive Board													
123 Education & Training Committee Meeting & Materials													
124 Industry Training Events													
125 Total Education & Trainin													
126													
127 POLITICAL/SOCIAL INVOLVEMENT													
128 Candidates Account (\$0.10 F	7,930	9,412	9,579	9,902	4,091	2,004	2,003	2,038	3,962	42,000	44,955	(2,955)	
129 Issues Account													
130 Legal													
131 Committee Meetings	91	86	68	1,288	401	509		4,000	28,000	300	1,944	150	
132 Conferences													
133 Electoral Staff/ Activity													
134 Polls & Surveys													
135 Special Printing													
136 Subscriptions													
137 Total Political/Social Inv	8,021	9,498	9,647	11,199	4,846	4,408	13,325	4,008	9,249	93,276	51,896	41,679	

Financial Statement

For the month of September 2007

Financial Statement

For the month of September 2007

	B	J	M	P	S	V	Y	Aug	Sp	AC	AQ	AR	AS	
1	Actual	Sp	AC	AQ	AR	AS								
2	Actual	Budget	Budget	Budget	Better/Worse	Better/Worse								
172 REPRESENTATIVE DUES									498,552	(67,704)	3,105,936	3,108,915	(92,999)	
173 SEIU \$7.85 ea	571,918	386,333	397,907	412,366	424,540	417,300	430,848	430,848	1,865,400	1,929,101	1,929,101	(55,701)	(55,701)	
174 SEIU Unity Fund \$5.00ea	347,500	238,740	247,290	254,750	265,260	263,365	266,200	312,198	602	602	602	(162)	(162)	
175 SEIU Retirees \$1.00ea	-	-	-	-	-	-	-	-	60	60	60	-	-	
176 SEIU Associate Members-1.(f)	-	-	-	-	-	-	-	-	12	12	12	-	-	
177 SEIU/ State Council-\$2.53ea	197,089	126,639	130,547	157,157	139,986	148,237	142,490	154,040	(11,551)	997,427	1,053,695	(56,268)	(56,268)	
178 So Bay CLC \$0.55ea	20,898	11,230	11,172	16,311	14,002	16,062	12,100	12,164	(64)	84,700	101,839	(17,139)	(17,139)	
179 SMCO CLC \$0.60ea	4,665	2,571	2,440	2,629	2,371	2,155	2,838	2,568	270	19,866	19,699	167	167	
180 Fresno CLC \$0.35ea	510	1,619	1,950	2,237	1,967	2,198	2,800	5,109	(2,309)	19,600	15,589	4,011	4,011	
181 Bakersfield CLC \$0.25ea	-	1,585	1,753	1,854	1,760	1,808	1,625	2,042	(417)	11,375	10,803	572	572	
182 Monterey & Santa Cruz LC \$	1,880	2,848	3,605	3,600	4,284	3,989	3,300	3,823	(523)	23,100	23,828	(228)	(228)	
183 CA Labor Fed 50% X .47ea	13,261	8,901	9,167	9,501	9,830	9,720	9,048	13,191	(4,143)	63,333	73,570	(10,238)	(10,238)	
184 Building Trades-SMCO	250	250	250	275	275	275	250	275	(25)	1,750	1,850	(100)	(100)	
185 Total Representative Du.	1,168,271	780,517	806,081	860,678	864,274	865,710	871,570	1,003,860	(132,390)	6,000,991	6,339,491	(238,500)	(238,500)	
186														
187 TOTAL EXPENSES	2,684,863	2,280,894	2,112,499	2,216,213	2,418,840	2,607,469	2,390,487	2,612,055	(22,599)	16,332,201	16,832,633	(99,333)	(99,333)	
188														
189 TOTAL INCOME LESS TOT	(642,897)	(283,919)	559,817	(21,997)	(183,236)	(180,964)	(2,500)	273,643	276,142	(17,600)	(479,862)	(482,854)		
190														
191 VOLUNTARY TRANSFERS									9,375	9,375	9,375	9,375	9,375	
192 Building Funds									-	-	-	-	-	
193 Automatic Legal Defense Fund									-	-	-	-	-	
194 Strike Fund									-	-	-	-	-	
195 Total Transfers	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	-	65,825	65,825	-	-	
196 TOTAL INCOME LESS EXP	(652,272)	(293,294)	550,442	(31,372)	(182,611)	(190,339)	(11,375)	264,268	276,142	(63,126)	(63,126)	(63,126)	(462,064)	(462,064)

EXHIBIT Q

SEIU Local 521
Financial Statement - For the month of November 2007

	B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AQ	AR	AS	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov						YTD - Nine months	
1																
2																
3	TOTAL DUES RECEIPTS															
4	OTHER INCOME	Actual	Budget	Actual	better/(worse)	(18,667)	Budget	Actual								
5	Interest & Dividends	-	6,158	7,601	6,986	7,767	10,529	15,063	20,039	2,400	4,553	2,153	21,600	78,696	57,96	
6	SMHSS Administrative Rent	-	25,000	-	-	-	-	-	5,000	25,000	20,000	45,000	50,000	5,000	(160)	
7	Sublease Rent	3,311	3,311	3,311	4,626	3,457	3,536	3,391	3,761	3,600	3,536	32,400	32,240	2,905	2,905	
8	Misc. Income	383	2,308	-	47	234	15	(378)	298	-	-	163,841	163,841	64,841	(192,682)	
9	Total Misc. Income	3,694	36,777	10,912	11,659	11,457	14,081	18,075	24,098	11,000	33,089	22,089	99,000	21,199,934	(18,667)	
10	TOTAL GENERAL FUND IN	1,941,666	1,996,975	2,672,316	2,194,216	2,255,604	2,426,506	2,885,698	2,619,416	2,387,957	2,391,379	3,421	21,491,616	21,392,616	21,392,616	
11	TOTAL GENERAL FUND IN	1,941,666	1,996,975	2,672,316	2,194,216	2,255,604	2,426,506	2,885,698	2,619,416	2,387,957	2,391,379	3,421	21,491,616	21,392,616	21,392,616	
12	GENERAL FUND EXPENSES															
13	GENERAL FUND EXPENSES															
14	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	(0)	2,709,697	2,709,694	2	
15	ORGANIZING OFFSET	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	301,077	(0)	2,709,697	2,709,694	2	
16	SALARIES															
17	SALARIES															
18	Administrative	29,293	34,472	34,472	34,472	34,472	34,472	34,472	34,472	37,345	34,472	2,873	336,104	317,340	18,764	
19	Admin Support	15,732	18,304	32,391	32,264	32,224	54,556	28,182	28,101	37,674	28,101	9,573	339,062	269,854	69,208	
20	Directors	63,466	65,828	65,581	71,063	70,314	105,810	76,759	70,612	83,896	73,821	10,075	755,064	663,256	91,808	
21	Internal Organizers/Research	179,499	207,013	218,022	248,018	258,140	413,449	275,800	282,380	252,575	278,360	(25,784)	2,273,178	2,360,682	(87,504)	
22	Clerical	58,721	67,066	54,179	55,436	60,802	87,339	59,864	61,563	68,579	61,107	7,472	617,208	566,179	51,029	
23	Facilities	2,659	3,308	3,203	4,874	3,398	3,374	3,374	3,374	3,374	3,374	(3,159)	30,329	33,723	(3,723)	
24	Data Base Services	17,152	21,396	22,889	23,847	23,361	36,212	23,837	24,277	23,217	24,006	(789)	208,949	216,979	(8,029)	
25	Temp. Internal Organizers/Re	2,889	3,440	5,190	2,964	9,863	2,615	3,223	4,349	5,000	5,000	5,000	45,000	34,533	10,467	
26	Temp. Clerical/Support	915	645	4,275	5,742	9,403	5,993	9,720	14,533	3,000	6,525	(3,525)	27,000	57,752	(30,752)	
27	Vacation & Comp Time	5,611	656	5,067	5,921	4,294	13,090	9,408	7,993	25,331	15,609	9,722	227,980	67,650	160,329	
28	Total Salaries	375,947	422,143	445,146	483,091	506,077	774,211	521,110	531,755	539,953	528,497	11,455	4,859,574	4,587,977	271,596	
29	PAYOUT RELATED EXPENSES															
30	Pension	102,326	—	28,766	58,608	61,103	60,615	96,949	64,119	66,395	70,927	66,529	4,398	638,343	605,411	32,933
31	Payroll Taxes Expenses	30,413	—	57,561	26,190	29,002	29,278	52,793	33,063	33,815	50,662	31,130	19,532	455,959	323,245	132,715
32	Travel Staff Admin	951	3,012	5,877	4,344	3,564	6,410	4,020	883	1,500	2,145	(645)	13,500	27,297	(13,797)	
33	Travel Staff Internal Organiz.	5,977	9,614	3,634	1,756	5,353	3,757	5,689	2,610	3,000	7,393	(4,393)	27,000	45,700	(18,766)	
34	Mileage/Ins. Reimb.-Internal	2,209	1,049	509	3,639	3,084	2,164	2,184	4,260	10,392	1,116	9,276	93,528	20,213	73,315	
35	Telephone Reimbursement	15,982	17,963	17,106	19,717	22,226	19,248	19,830	24,719	21,475	18,419	3,056	193,275	175,210	18,065	
36	Retiree Health Exp	3,040	2,298	2,431	2,457	4,085	4,349	3,196	5,281	7,500	4,044	3,456	67,500	31,182	36,318	
37	Retiree Benefit Trust Fund	10,400	10,400	10,400	10,400	10,400	10,400	10,400	10,400	10,400	10,400	5,701	4,338	51,305	47,093	
38	Benefits(Health, Dental, Visio	94,218	188,515	111,093	114,959	144,501	89,661	154,935	152,707	163,718	126,609	37,109	1,473,459	1,177,199	296,260	
39	Workers Comp Insurance	23,737	—	7,613	12,613	7,613	7,613	7,613	5,776	20,698	12,980	7,718	186,286	87,909	98,377	
40	Recruiting exp	909	—	1,394	1,331	1,175	1,271	1,501	1,519	371	1,000	1,409	(409)	9,000	10,881	(1,881)
41	Vacancy Rate (saving)	42	43	44	45	46	47	48	49	50	51	52	53	54	55	
42	Total Payroll Related E&xt	293,572	336,154	247,127	260,491	299,057	301,414	312,638	313,285	278,790	281,265	(2,475)	2,509,112	2,645,004	(135,891)	
43	Total Salaries & Payroll Ext	669,519	758,297	692,272	743,582	805,134	1,075,625	833,748	845,041	818,743	809,762	8,980	7,368,686	7,232,981	135,705	

SEIU Local 521
Financial Statement - For the month of November 2007

	B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AQ	AR	AS				
		Mar	Apr	May	Jun	Jul	Aug	Sep	Oct						YTD - Nine months				
		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual		better/(worse)	Budget	Actual	better/(worse)			
1										11,000	11,000	11,000	11,000	11,000	105,736	(6,736)			
2	MISCELLANEOUS									1,000	1,000	1,000	1,000	1,000	9,000	-			
48	Agency Fee/Assoc. Exp.									1,000	1,000	1,000	1,000	1,000	9,000	-			
50	Capital Fund Expense									1,000	1,000	1,000	1,000	1,000	9,000	-			
51	Admin exp share w. chapter									375	40	302	2,454	1,026	1,227	1,123	717	8,283	
52	Free Life Insurance to members (SCR, MRY & Chapter Fund Reimbursement)									1,200	1,200	3,119	3,119	4,249	12,231	(5,431)	40,012		
53	Dodge Scholarship									3,074	3,074	1,500	1,500	4,191	10,845	(484)	36,000		
54	Good & Welfare									1,500	1,500	1,500	1,500	1,500	13,500	37,540	(1,540)		
55	UHW & L1877 ADMIN EXPENSE									181,638	189,849	14,356	39,412	167,420	21,011	175,580	26,741	31,947	
56	Hanford - Shawmut Expense									-	-	10,000	10,000	10,000	(69,603)	(10,000)	885,611		
57	Ex-Board Stipend									2,000	2,000	1,500	1,500	1,500	50,000	(50,000)	(9,560)		
59	Total Miscellaneous	199,198	207,663	33,732	58,032	198,395	52,391	208,630	63,485			28,900	111,819	(82,919)	260,100	1,133,345	(873,245)		
60	ARBITRATIONS & LEGAL																		
61	Arbitrations Fees									7,545	3,909	1,781	8,374	7,911	1,758	9,825	3,492	27,900	
62	Court Costs									13,262	8,995	21,791	11,237	27,134	20,117	23,576	53,194	52,968	
63	Retainer									1,215					3,300	3,300	29,700		
64	Miscellaneous														500	4,500	-		
65	Total Arbitrations & Leg:	20,807	12,905	24,787	19,611	35,045	21,875	33,401	56,686			28,640	32,193	(3,553)	257,760	257,310	450		
66	FACILITIES																		
67	Rent-SIC + 535SIC									32,716	37,673	37,731	37,643	37,597	32,827	31,282	32,964	34,922	
68	Rent-RWC									6,114	6,114	6,130	6,130	6,130	6,114	6,114	38,558		
69	Rent-Bakersfield apartment									6,853	273	11,793	11,425	11,402	6,853	8,096	8,368	(3,636)	
70	Rent-Fresno									7,50	7,383	7,329	7,329	7,329	5,601	7,333	7,329	(216)	
71	Rent-Santa Cruz, Watsonville									2,157	6,61	2,95	6,61	6,61	800	800	800	55,026	
72	Rent-Visalia Utilities									13,135	5,504	18,083	16,099	15,341	17,166	14,961	12,308	13,725	
73	Kitchen Sundries									1,716	2,550,93	2,153	2,328	(1,337)	5,432	4,958	6,900	7,196	
74	Gen. Lab. Ins. & Property Ta									5,417	5,417	8,089	9,216	5,417	8,314	11,752	5,601	(296)	
75	Building Maintenance/Security									7,948	11,783	8,608	17,551	13,286	14,082	10,959	9,000	56,997	
76	Total Admin - Facilities	76,806	77,359	98,187	107,255	99,626	96,237	93,028	88,565			93,028	106,227	117,778	(11,551)	956,042	854,839		
77	ADMINISTRATIVE- OFFICES																		
78	Audit/Act/ Fees									910	901	13,025	1,471	1,145	13,752	1,029	6,474	10,000	
79	Subscriptions									83	171	647	-	115	226	259	38	13,850	
80	Office Sundries									8,184	4,355	13,187	5,770	9,429	9,050	10,462	7,000	6,777	
81	Office Equipment Leases									36,592	44,816	25,726	43,588	32,548	28,896	31,213	37,079	40,000	
82	Equipment, Maintenance & R									3,628	9,575	5,919	6,270	5,751	5,384	725	4,767	45,453	
83	Contributions									87	283	1,000						(5,453)	
84	Research Material & Data									88								(11,221)	
85	Dues Implementation									90	881	777	777	324	52	5,553	312	600	
86	Computer Database Services									91	750	2,482	0	1,000	1,000	9,948	9,000	11,212	
87	Miscellaneous									92	59,564	63,051	59,564	57,876	50,312	55,318	47,829	59,131	78,788
88	Total Admin - Offices	50,195	63,051	59,564	57,876	50,312	55,318	47,829	59,131			79,600	69,810	9,790	716,400	513,087	203,313		
89	COMMUNICATIONS									94									

SEIU Local 521

Financial Statement - For the month of November 2007

	B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AQ	AR	AS
1															YTD - Nine months
2															
95	Printing														
96	Paper														
97	Website/Station/communicati														
98	Telephone & Internet														
99	Postage														
100	Professional Fees/Translations														
101	Total Communications														
102															
103	CONFERENCESMILEAGE														
104	Staff-Misc. Conf/Seminar														
105	Exec. Board-Conferences														
106	International Convention														
107	Industries & Members Conferences														
108	Misc. Members-Reimbursed														
109	Total Conferences/Milea														
110															
111	STAFF MEETING & TRAINING														
112	Director Training														
113	Staff - representation & politic														
114	Clerical Staff														
115	Executive Staff														
116	Tuition Reim.-Internal Organizers														
117	Tuition Reim.-OPEIU														
118	Total Staff Training														
119															
120	EDUCATION & TRAINING														
121	Steward & Chief Steward Training														
122	Executive Board														
123	Education & Training Committee Meeting & Materials														
124	Industry Training Events														
125	Total Education & Traini														
126															
127	POLITICAL/SOCIAL INVOLVEMENT														
128	Candidates Account (\$0.10 p														
129	Issues Account														
130	Legal														
131	Committee Meetings														
132	Conferences														
133	Electoral Staff/ Activity														
134	Polls & Surveys														
135	Special Printing														
136	Subscriptions														
137	Total Political/Social Inv.	8,021	9,498	9,547	11,199	4,846	4,408	4,076	4,095	13,325	5,800	7,525	119,925	61,591	58,334

SEIU Local 521
Financial Statement - For the month of November 2007

	B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AQ	AR	AS
		Mar	Apr	May	Jun	Jul	Aug	Sep	Oct					YTD - Nine months	
		Actual	Budget	Actual	better/(worse)	Budget	Actual								
138															
139	SOCIAL & ECONOMIC JUSTICE														
140	Committee Meetings														
141	Conferences	778													
142	Contributions/Solidarity														
143	*** \$1.00 PER MEMBER	5,988	312	1,182	2,487	8,844	3,246	1,073	3,125	5,557	(2,432)	28,125	27,290	835	
144	Total Social & Economic	5,987	312	1,204	2,487	8,844	3,246	1,407	3,925	5,927	(2,002)	35,325	31,019	4,306	
145	MEMBER INVOLVEMENT														
146	Memorabilia/Give away Mem														
147	Awards/Recognition	927	20,716	17,280	8,235	21,247	82,260	4,371	5,610	5,000	(710)	5,710	45,000	159,935	
148	Planning & Event Prep														
149	Ex Board / Advisory Board Reimbursement														
150	Rally Rental & Bus														
151	Member Reimbursement/lst time														
152	Transportation & Vehicle EXP	134													
153	Total Member Involveme	1,561	24,569	20,056	8,995	22,661	82,903	6,623	5,655	15,600	(162)	15,762	140,400	172,861	
154	NEGOTIATIONS														
155	Printing Contracts														
156	Meetings & Supplies	30,237													
157	Negotiations Committee Food	445	1,690	1,087	2,287	507	(447)	10,652	11,824	5,000	5,000	4,462	5,000	40,949	
158	Strike Preparations														
159	Automatic Strike Fund Transfer (\$0.50 per member/mom)	161													
160	Total Negotiations	30,882	1,690	1,087	2,287	507	(447)	10,652	11,824	5,000	5,000	4,462	5,000	40,949	
161	MEETINGS & EVENTS														
162	Executive Board Meetings														
163	Steward/Council meetings														
164	Party & other events	2,595	5,886	22,719	1,565	4,281	26	14,037	4,500	4,500	40,500	29,183	11,317	100	
165	Advisory Board Meetings														
166	Miscellaneous														
167	Total Meetings & Events	18,459	5,985	28,311	6,526	4,946	6,513	(1)	57,684	23,700	6,581	17,119	213,300	135,004	
168															
169															
170															
171															

SEIU Local 521

Financial Statement - For the month of November 2007

	B	J	M	P	S	V	Y	AB	AE	AG	AH	AI	AQ	AR	AS
		Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		Nov			YTD - Nine months	
		Actual	Budget	Actual	better/(worse)	Budget	Actual	better/(worse)							
172	<u>REPRESENTATIVE DUES</u>														
173	SEIU \$1.65 ea	571,918	386,333	397,907	412,386	424,540	417,300	498,552	424,024	430,848	421,423	9,425	3,877,632	3,954,362	(76,730)
174	SEIU Unity Fund \$5,00ea	347,500	238,740	247,290	254,750	285,260	283,365	312,196	265,035	266,200	260,575	5,625	2,395,800	2,454,711	(58,911)
175	SEIU Retirees \$1.00ea	-	-	-	-	-	-	-	50	602	60	59	540	653	(113)
176	SEIU Associate Members-1.c	-	-	-	-	-	-	-	-	12	12	12	108	-	108
177	SEIU/ State Council-\$2.53ea	197,989	126,639	130,547	157,157	139,986	148,237	154,040	139,346	142,490	138,156	4,333	1,282,406	1,331,198	(48,911)
178	So Bay CLC \$0.55ea	20,898	11,230	11,172	16,311	14,002	16,062	12,164	11,910	12,100	11,325	775	108,900	125,073	(16,173)
179	SMCO CLC \$0.60ea	4,965	2,571	2,440	2,629	2,371	2,155	2,568	2,553	2,838	2,588	250	25,542	24,839	703
180	Fresno CLC \$0.35ea	510	1,619	1,950	2,237	1,967	2,198	5,109	2,200	2,800	2,230	570	25,200	20,020	5,180
181	Bakersfield CLC \$0.25ea	-	1,585	1,753	1,854	1,760	1,808	2,042	1,810	1,625	1,900	(275)	14,625	14,512	113
182	Monterey & Santa Cruz LC \$1	1,880	2,648	3,605	3,600	4,284	3,989	3,823	3,326	3,300	3,597	(297)	30,752	(1,052)	
183	CA Labor Fed 50% X .476ea	13,261	8,901	9,167	9,501	9,830	9,720	13,191	9,778	9,048	9,709	(662)	93,057	(11,630)	
184	Building Trades-SMCO	250	250	275	275	275	275	250	275	250	275	(25)	2,250	2,400	(150)
185	Total Representative Due	1,158,271	780,517	806,081	860,678	864,274	885,710	1,003,960	860,307	871,570	851,779	19,791	7,844,131	8,051,577	(207,446)
186	<u>TOTAL EXPENSES</u>	2,584,563	2,280,894	2,112,499	2,216,213	2,418,840	2,607,469	2,612,055	2,408,082	2,390,457	2,355,692	34,765	21,514,116	21,596,307	(82,192)
188	<u>TOTAL INCOME LESS TOT.</u>	(642,897)	(283,919)	559,817	(21,997)	(183,236)	(180,964)	273,643	211,334	(2,500)	35,687	38,186	(22,500)	(232,532)	(210,033)
189	<u>VOLUNTARY TRANSFERS</u>														
190	Building Funds														
191	Automatic Legal Defense Fund	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	-	-	-	
192	Strike Fund	-	-	-	-	-	-	-	-	-	-	84,375	84,375	-	
193	Total Transfers	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	9,375	84,375	84,375	-	
194	<u>TOTAL INCOME LESS EXP</u>	(652,272)	(293,294)	550,442	(31,372)	(192,611)	(190,339)	264,268	201,959	(11,875)	26,312	38,186	(106,875)	(316,907)	(210,033)

EXHIBIT R

SEIU Local 521
Financial Statement for the year of 2008

		Jan		
Headcount		Budget	Actual	better/ (worse)
52,792	TOTAL DUES RECEIPTS	2,333,518	2,196,636	(136,882)
	OTHER INCOME	-	-	-
	Interest & Dividends	8,300	14,693	6,393
	SMIHSS Administrative Reimbursement	4,167	25,000	20,833
	Sublease Rent	4,240	3,787	(453)
	Misc. Income - SEIU Int'l subsidy	2,415		(2,415)
	Total Misc. Income	19,122	43,479	24,358
	TOTAL GENERAL FUND INCOME	2,352,640	2,240,115	(112,525)
	GENERAL FUND EXPENSES			
	ORGANIZING OFFSET	317,262	317,262	0
	SALARIES	-	-	-
5	Administrative	37,619	34,472	3,147
9	Admin Support	41,346	28,208	13,138
13	Directors	84,661	77,095	7,566
55	Internal Organizers/Research	268,360	258,666	9,694
17	Clerical	66,650	56,600	10,050
2	Facilities	5,909	5,765	144
8	Data Base Services	26,995	25,261	1,734
	Temp. Internal Organizers/Research	5,000	135	4,865
	Temp. Clerical/Support	3,000	10,390	(7,390)
	Vacation & Comp Time	23,993	11,942	12,052
109	Total Salaries	607,828	508,533	99,295
	PAYROLL RELATED EXPENSES	-	-	-
	Pension	84,784	65,063	19,721
	Payroll Taxes Expenses	57,584	52,423	5,160
	Travel Staff-Admin	4,000	3,672	328
	Travel Staff- Internal Organizers	5,000	1,572	3,428
	Mileage/Ins. Reimb.-Admin & Director	9,366	2,024	7,342
	Mileage/Ins. Reimb.-Internal Organizers	24,943	20,403	4,540
	Telephone Reimbursement	8,200	9,037	(837)
9	Retiree Health Exp - including Ward	7,392	6,301	1,090
61	Retire Benefit Trust Fund	9,400	9,400	-
	Benefits(Health, Dental, Vision,life,401K,Fle	190,063	151,800	38,263
	Workers Comp Insurance	7,913	7,613	300
	Recruiting exp	1,200	211	989
109a	Vacancy Rate **most position has filled	-	-	-
	Total Payroll Related Expenses	409,843	329,518	80,325
	Total Salaries & Payroll Expenses	1,017,672	838,052	179,620
	MISCELLANEOUS	-	-	-
	Agency Fee/Assoc. Exp.	12,000	12,000	-
	Capital Fund Expense	1,000	1,000	-
	Admin exp share w. chapter	1,000	652	348

SEIU Local 521
Financial Statement for the year of 2008

			Jan		
			Budget	Actual	better/ (worse)
Headcount					
Free Life insurance to members (SCR, MRY)			6,800	2,068	4,732
Chapter Fund Reimbursement			4,800	2,872	1,928
Dodge Scholarship			1,250	1,250	-
Computer Database Unionwares & MRC cen			100,000		100,000
Bill Shawhan			10,000	10,000	-
Ex-Board Stipends			2,100	2,300	(200)
Good & Welfare			3,600		3,600
Total Miscellaneous			142,550	32,142	110,408
ARBITRATIONS & LEGAL					
Arbitrations Fees			5,000	2,847	2,153
Retainer			26,500	24,481	2,020
Court Costs			2,750		2,750
39016 Automatic Legal Defense Fund (\$0.25 per mc)			9,754	9,754	-
Miscellaneous			417	16	400
Total Arbitrations & Legal			44,421	37,098	7,323
FACILITIES					
Rent-SJC			34,000	33,931	69
Rent-RWC			6,330	6,330	-
Rent-Bakersfield apartment			1,545	-	1,545
Rent-Fresno **no moving			7,200	8,121	(921)
Rent-Santa Cruz, Watsonville & Hollister			9,108	5,676	3,432
Rent-Visalia			1,000	800	200
Utilities			21,000	13,562	7,438
Kitchen Sundries			4,000	3,292	708
Gen. Liab. Ins. & Property Tax			15,944	11,873	4,071
Building Maintenance/Security/Janitorial			12,700	8,784	3,916
Total Admin - Facilities			112,827	92,370	20,457
ADMINISTRATIVE - OFFICES					
Audit/Acct. Fees			8,708	3,208	5,501
Subscriptions			500	227	273
Office Sundries			8,000	4,456	3,544
Office Equipment Leases			40,000	36,834	3,166
Equipment Maintenance & Repair Contracts			8,000	2,714	5,286
Contributions			500		500
Research Material & Data			1,000	268	732
Miscellaneous			1,000		1,000
Total Admin - Offices			67,708	47,707	20,001
COMMUNICATIONS					
Printing			10,000	4,048	5,952
Paper			6,000	740	5,260
Website/Station/communication			1,500		1,500
Telephone & Internet ** legacy exp only			2,500	7,165	(4,665)
Postage			7,000	1,839	5,161

SEIU Local 521
Financial Statement for the year of 2008

			Jan		
			Budget	Actual	better/ (worse)
Headcount					
	Professional Fees/Translations		417	417	
	Total Communications		27,417	13,792	13,624
	CONFERENCES/MILEAGE		-	-	
	Staff-Misc. Conf/Seminar staff retreat?		2,000	2,000	
	Exec. Board-Conferences		1,000	650	350
	International Convention - no lost time w/ 27		4,635	4,635	
	Industries & Members Conferences		1,000	37	963
	Misc. Members-Reimbursed		500	500	
	Total Conferences/Mileage		9,135	687	8,448
	STAFF MEETING & TRAINING		-	-	
	Director Training		800	800	
	Staff - representation & political & commun		7,000	7,718	(718)
	Clerical Staff		800	103	697
	Executive Staff		800	531	269
	Tuition Reim.-Internal Organizers		417	417	
	Tuition Reim.-OPEIU		417	417	
	Total Staff Training		10,233	8,352	1,881
	EDUCATION & TRAINING		-	-	
	Steward & Chief Steward Training		2,383	2,383	
	Executive Board - + SEIU Int'l training (IFC		500	500	
	Education & Training Committee Meeting &		4,000	4,000	
	Industry Training Events		1,667	1,667	
	Total Education & Training		8,550	-	8,550
	POLITICAL/SOCIAL INVOLVEMENT		-	-	
	Candidates Account (\$0.15 per member per m		5,852	5,812	41
	Issues Account (\$0.05 per member per month		1,951	1,937	14
	Legal		4,000	285	3,715
	Committee Meetings		300	717	(417)
	Conferences		2,000	349	1,651
	Electoral Staff/ Activity		300	300	
	Polls & Surveys		500	500	
	Special Printing		200	200	
	Subscriptions		25	25	
	Total Political/Social Involvement		15,128	9,099	6,029
	SOCIAL & ECONOMIC JUSTICE		-	-	
	Committee Meetings		300	101	199
	Conferences		417	-	417
	Contributions/Solidarity		333	1,137	(804)
52,792	Caucus Activities		4,399	770	3,629
	Total Social & Economic Justice		5,449	2,008	3,442
	MEMBER INVOLVEMENT		-	-	
	Memorabilia/Give away Member Pride		1,667	(3,511)	5,177
	Awards/Recognition		1,667	1,667	

SEIU Local 521
Financial Statement for the year of 2008

			Jan		
			Budget	Actual	better/ (worse)
Headcount					
	Planning & Event Prep		250	250	
	Ex Board / Advisory Board Reimbursement		417	417	
	Rally Rental & Bus		4,000	154	3,846
	Member Reimbursement/Lost time		5,000	5,000	
	Transportation & Vehicle Expenses		500	500	
	Total Member Involvement		13,500	(3,357)	16,857
	NEGOTIATIONS				
	Printing Contracts		4,167	4,167	
	Meetings & Supplies		5,000	2,075	2,925
	Strike Preparations		1,000	1,000	
39016	Automatic Strike Fund Transfer (\$0.50 per m		16,257	16,256	1
	Total Negotiations		26,423	18,331	8,092
	MEETINGS & EVENTS				
	Executive Board Meetings		2,000	2,137	(137)
	Steward/Council meetings		2,083	2,083	
	521 Party & other events		5,000	5,000	
	Advisory Board Meetings 3*@\$25k		6,250	6,250	
	Miscellaneous		167	167	
	Total Meetings & Events		15,500	2,137	13,363
	REPRESENTATIVE DUES				
52792	SEIU \$7.65 ea		370,204	413,651	(43,447)
49992	SEIU Unity Fund \$5.00ea		229,130	254,060	(24,930)
600	SEIU Retirees \$1.00ea		50	103	(53)
24	SEIU Associate Members-1.00		2	-	2
52792	SEIU/ State Council-\$2.53ea		122,433	135,424	(12,990)
20600	So Bay CLC \$0.55ea		10,386	11,078	(692)
4300	SMCO CLC \$0.60ea		2,365	2,329	36
7000	Fresno CLC \$0.45ea		2,042	2,874	(832)
7600	Bakersfield CLC \$0.25ea		1,583	2,124	(541)
6600	Monterey & Santa Cruz LC \$0.55ea		3,025	3,473	(448)
52792	CA Labor Fed 25% X .47ea		5,686	9,530	(3,844)
	Building Trades-SMCO		300	300	-
	Total Representative Dues		747,206	834,945	(87,739)
	TOTAL EXPENSES		2,580,982	2,250,625	330,357
	TOTAL INCOME LESS TOTAL EXPEN		(228,342)	(10,510)	(217,833)
	VOLUNTARY TRANSFERS				
	Building Funds		-	-	
	Strike Fund		-	-	
	Total Transfers		-	-	-
	TOTAL INCOME LESS EXPENSES & T		(228,342)	(10,510)	(217,833)

EXHIBIT S

From: Norman Gleichman [mailto:Norman.Gleichman@seiu.org]
Sent: Tuesday, July 01, 2008 1:18 PM
To: Ridley, Eileen R.
Subject: RE: Local 715 v. SHC/LPCH - Documents To Be Authenticated

Dear Ms. Ridley:

I have reviewed your e-mail and the documents you have forwarded with your request that SEIU authenticate them.

First, I wish to reiterate SEIU's position, stated in SEIU's objection dated May 27, 2008, that the subpoenas do not comply with Rule 45(c) of the Federal Rules of Civil Procedure. As I understand it from your communications to date, the Court in this matter has permitted discovery on the narrow question of the existence of Local 715. You have not supplied me with the Court's discovery order, but I assume you have accurately described it.

It is well settled that no formal structure or financing arrangement is required to meet the definition of "labor organization" under the National Labor Relations Act. Thus, a group of employees can constitute a labor organization without officer elections or elected officials, membership meetings, a dues structure, or a set of bylaws. All that is required is employee participation for the purpose of dealing with employers over wages, hours, or terms and conditions of employment. See, e.g., *Sahara Datsun v. NLRB*, 811 F.2d 1317 (9th Cir. 1987); *Polaroid Corp.* 329 NLRB 424 (1999).

Against this backdrop, your subpoena goes far beyond the narrow area of inquiry open to you concerning the issue of the existence of Local 715. As just one example, the identity of the counsel selected to represent Local 715, a subject of the Hospitals' requests for production nos. 1, 20 and 21, is completely irrelevant to the question whether Local 715 exists. Without limitation, the same is true regarding financial transactions regarding Local 715, other SEIU local unions, or SEIU. See request nos. 19, 22-27, 56-57. In sum, these subpoenas constitute an obvious fishing expedition having nothing whatever to do with the question of Local 715's existence.

The subpoenas are also unduly burdensome, in violation of the Federal Rules. The requests are so broadly worded that they would require virtually every piece of written communication to Local 715 to be produced. See, without limitation, request nos. 5, 7, 8, 9 and 10. In this connection, you are advised that SEIU does not maintain a central filing system where documents are uniformly and systematically maintained according to subject matter or other categories. Instead, files and records are kept separately in SEIU's numerous separate departments and regional offices, as well as by individual staff members within those departments. The record retention policies, protocols and categories, if any, used in those separate departments and regional offices are not necessarily compatible. Additionally, a significant volume of SEIU files are not readily accessible because they have been boxed and transferred to an outside archive. Accordingly, the requests detailed herein and similar requests would require SEIU to spend countless hours locating and combing through thousands of separate, uncatalogued files maintained in separate Departments and offices, as well as to retrieve and review files boxed and stored in the

outside archives, simply to determine whether they contain any material falling within the scope of the subpoena. This search would have to be performed manually. The expense to the SEIU in personnel time and archives retrieval charges would be enormous. The subpoena imposes a substantial additional burden on the SEIU in that its personnel would be precluded from carrying out the essential business of SEIU while deployed in the document search demanded by the Hospitals.

The sweeping scope of the subpoenas would force SEIU to divulge SEIU and its members communications on all issues, deliberations, and other activity protected by the First Amendment, including but not limited to SEIU's and its members exercise of the right to freedom of association and freedom of speech. Moreover, while the subpoenas would force the SEIU to mount an expensive, time-consuming records search, that effort will yield little, if any relevant material given the definition of labor organization under the NLRA.

Furthermore, as indicated in SEIU's objection, SEIU does not have custody of much of the documentation your subpoena seeks. I repeat that SEIU is not a party to these actions, and under the Labor Management Reporting and Disclosure Act is not the same labor organization as its affiliated local unions.

Nevertheless, without waiving its stated objections to the subpoenas, in an effort to reach agreement on issues raised by the subpoenas, SEIU further responds to your request as follows:

SEIU is agreeable to stipulating to the authenticity of the following documents:

- Order of Emergency Trusteeship dated June 8, 2007
- Form LM-15 Trusteeship Report
- Memorandum from Andrew L. Stern re: trusteeship of Local 715, dated June 8, 2007
- Notice of Hearing signed by Anna Burger dated July 12, 2007
- Memorandum from Andrew L. Stern re: IEB Decision on California Jurisdiction dated June 11, 2006

SEIU is unable to stipulate to the authenticity of the following documents for the reasons given:

- Letter from B.W. Smith to Laurie Quintel dated December 19, 2007. This letter was purported issued by Local 715, and Local 715 is the entity that would be in a position to authenticate this document.
- Letter from B.W. Smith to Laurie Quintel dated February 12, 2008. See comment above.
- Hearing Officers' Joint Report and Recommendations. The version you sent to me is unsigned.

Without waiving SEIU's previously stated objections to your subpoena, SEIU is producing herewith the following additional documents that are covered by the subpoena:

- Signed Hearing Officers' Joint Report and Recommendations dated June 9, 2006
- Order of Reorganization signed by Andrew Stern dated January 2, 2007
- Hearing Officer's Report on Local 715 trusteeship dated August 13, 2007
- Letter from Kristina Sermersheim to Andrew Stern dated June 4, 2007
- Letter to Bruce Smith from Andrew L. Stern dated June 8, 2007
- Letter to Clarence Dodge from George E. Fairchild dated March 2, 1972
- Letter to Bruce Smith from Anna Burger dated August 23, 2007
- Servicing Agreement between Local 715 and UHW
- Form LM-15 Trusteeship Report May 2008

SEIU will further stipulate that the hearing officers' reports attached hereto were duly approved by the SEIU International Executive Board.

With respect to taking President Stern's deposition, I am advised that President Stern will be out of the country between July 9 and July 20, and will not be available prior to his departure. However, I can make his assistant James J. Johnston available in his place. Mr. Johnston recently served as SEIU California Area Director and is currently Director of Union-Wide Programs. By virtue of holding these positions, Mr. Johnston is knowledgeable about the existence of Local 715. Mr. Johnston is available on July 10 and 11. Our preference would be July 10. Please note that Mr. Johnston may only be questioned on the narrow issue about which I understand the Court has permitted discovery: the existence of Local 715.

With respect to Greg Pullman, you seemed surprised when I advised you that has been an International Union employee since November 2006. Yet Mr. Pullman testified to this in his deposition which the Hospitals took on March 22, 2007, at which he answered questions related to the 2006 SEIU reorganization in California. It would plainly be improper, oppressive and vexatious to depose Mr. Pullman again on the same issue. Please let me know specifically why the Hospitals seek to depose Mr. Pullman.

Yours,

Norman M. Gleichman
Deputy General Counsel

From: Ridley, Eileen R. [mailto:ERidley@foley.com]
Sent: Thu 6/26/2008 2:47 AM
To: Norman Gleichman
Subject: FW: Local 715 v. SHC/LPCH - Documents To Be Authenticated



Mr. Gleichman:

Per our conversation this week attached are documents we would request your client to authenticate which include the following:

June 9, 2006 Hearing Officers' Joint Report And Recommendations

[]

June 11, 2006 memo from Andrew Stern to Affected SEIU Local Unions in California regarding the IEP decision on California jurisdiction

June 8, 2007 notice of appointment of trustee signed by Andrew Stern

June 8, 2007 memo from Andrew Stern to officers and members of Local 715 regarding appointment of trustee

July, 2007 Form LM-15 (Trusteeship Report) signed by Andrew Stern and Anna Burger.

July 12, 2007 Memo from Anna Burger, International Secretary-Treasurer titled "Notice Of Hearing Appointment Of Hearing Officer And Rules Of Procedure."

December 19, 2007 letter from B. Smith to L. Quintel reflecting copy sent to Norm Gleichman

February 12, 2008 letter from B. Smith to L. Quintel reflecting copy sent to Norm Gleichman

[]

In addition, we need to have your client respond to the requests presented by the subpoena (obviously, if there are no responsive documents we will need a verified statement to that effect). Further, we are aware there are likely documents retained by your client which are responsive to the requests but are not included in the above request for authentication. In order to expedite this process, please let us know the quantity of responsive documents your client has. While your client's response was due on Monday, we have agreed to an extension of time. However, we will need a response by early next week.

Finally, as discussed, we will want to depose Mr. Stern and Pullman. In particular, Mr. Stern was involved in the creation of the trust regarding Local 715 which is a subject in this matter. Again, our focus is related to the existence and representation of Local 715 and the use of its resources. Please provide us with available dates for these proceedings. Thanks very much.



The preceding email message may be confidential or protected by the attorney-client privilege. It is not intended for transmission to, or receipt by, any unauthorized persons. If you have received this message in error, please (i) do not read it, (ii) reply to the sender that you received the message in error, and (iii) erase or destroy the message. Legal advice contained in the preceding message is solely for the benefit of the Foley & Lardner LLP client(s) represented by the Firm in the particular matter that is the subject of this message, and may not be relied upon by any other party.

Internal Revenue Service regulations require that certain types of written advice include a disclaimer. To the extent the preceding message contains advice relating to a Federal tax issue, unless expressly stated otherwise the advice is not intended or written to be used, and it cannot be used by the recipient or any other taxpayer, for the purpose of avoiding Federal tax penalties, and was not written to support the promotion or marketing of any transaction or matter discussed herein.

EXHIBIT T

SERVICE EMPLOYEES INTERNATIONAL UNION

**In re: SEIU Local Union Jurisdiction
in California for Long Term Care
Workers, Public Services Employees,
Public Health Employees, Property
Services Workers, and Private Sector
Workers in Public Sector Locals**

Hearing Officers:
Alice Dale
Tom Balanoff

HEARING OFFICERS' JOINT REPORT AND RECOMMENDATIONS

I. Introduction and Procedural Background

This is a joint report and recommendations to the International Executive Board (“IEB”) of the Service Employees International Union (“SEIU”) concerning the jurisdiction of SEIU local unions in California for long term care workers, public services employees, public health employees, property services workers, and private sector workers in public sector locals. The undersigned hearing officers were appointed by the SEIU Executive Committee¹ to hear this matter and render a report and recommendations concerning SEIU local union jurisdiction in California.

This proceeding commenced when International Secretary-Treasurer Anna Burger issued a Notice of Preliminary Hearing on January 30, 2006 (Ex. 2). On February 13, 2006, Secretary-Treasurer Burger issued a notice of the schedule of hearings and procedure proposed by the

¹ Pursuant to Article VI, Section 1(b) and Article XI, Section 6B of the SEIU Constitution and Bylaws, the IEB has delegated the appointment of hearing officers to the Executive Committee.

International Union (Ex. 3).² The notice contained six proposed rules of procedure. On February 17, 2006, a preliminary hearing was conducted in Burlingame, California, solely on the question of the schedule and procedures for the subsequent hearings on the substance of the jurisdictional questions. The purpose of that preliminary hearing was to get the views of local union leaders concerning the schedule and procedural rules proposed by the International Union. As a result of the preliminary hearing, modified rules of procedure were issued on March 13, 2006 (Ex. 8). The modified rules of procedure responded to local union comments and suggestions made at the preliminary hearing. In particular, the number of hearing days was doubled from four to eight, consecutive days of hearing were provided, the International Union was directed to establish a website to inform members about the issues involved in the jurisdiction proceeding, and one day of the hearings took the form of an audio conference with hearing locations in Sacramento, Fresno, Riverside, and San Diego.

The hearing process was designed to afford maximum opportunity for input from local union leaders and members on the jurisdictional questions. Hearings on the substantive jurisdictional issues were held on March 24 and 25 and April 27, 2006 in Los Angeles, on April 7 and 8, 2006 in Burlingame, on April 21 and 22, 2006 in San Francisco, and, via audio conference, on April 28, 2006 in Sacramento, Fresno, Riverside and San Diego. The hearings on March 24-25 and April 7-8, held by Sister Dale, dealt with local union jurisdiction for public services employees in Southern and Northern California, respectively, excluding public health

² Notices were sent to the following SEIU local unions: Locals 99, 24/7, 265, 280, 347, 415, 434B, 535, 614, 616, 620, 660, 700, 707, 715, 790, 817, 949, 998, 1000, 1280, 1292, 1877, 1983, 1997, UHW 2005, 2028, 2579, 4988, and 5000 NAGE.

employees and private sector workers represented by public sector locals. Hearings on jurisdiction for long term care employees were held on April 21 and April 27. The April 21 hearing also dealt with local union jurisdiction for California State University employees. On April 22, a hearing was held on jurisdiction for Northern California public hospital workers and private sector workers represented by public sector locals. In addition, the April 22 hearing dealt with jurisdiction for employees of the State of California, and property services workers (including cemetery workers, race track employees, private sector greens attendants, private university workers, and multi-service workers). A hearing on jurisdiction for Southern California public hospital workers and private sector workers represented by public sector locals took place on April 27. The hearings held on April 21, 22 and 27 were held by Brother Balanoff. All jurisdictional issues were addressed in the April 28 hearing by audio conference, held jointly by both hearing officers. Norm Gleichman, Deputy General Counsel of the International Union, assisted us at the hearings.

At each in-person hearing, local leaders and members were invited to submit post-hearing materials within 14 days of the close of the hearing on each jurisdictional issue. In addition, pursuant to the March 13 order on procedural questions, the International Union established a website with information concerning the jurisdictional issues covered by the hearings and the opportunities for members to participate. Members were invited to submit comments via the website, which were collected and made a part of the record.

Each affected local union that so desired was provided the opportunity to be heard during the hearing and to submit any documents that it wished us to consider. The following locals made presentations at one or more of the hearings: 24/7, 87, 121RN, 265, 280, 347, 415, 434B,

535, 614, 616, 620, 660, 700, 707, 715, 790, 817, 949, 998, 1000, 1280, 1877, 1983, 1997, 2028, 2579, 4988, and UHW. Many of the affected locals also responded in writing to the requests for information issued by the International Union in connection with the jurisdictional issues.

JJ Johnston, California Area Director, made presentations on the need for restructuring local union jurisdiction in California based on political and demographic developments and the need to grow the union in areas of the state where union density is low. John Tanner, Assistant Director of the Public Services Division, gave the Division's views on the need to restructure public sector jurisdiction in California, including the question whether public sector locals should have jurisdiction for public health care workers. Ian Campbell, Assistant Research Director for the Health Systems Division, gave a presentation on the Division's goals and the role of SEIU's United Healthcare Workers – West ("UHW") in the Division's plans. David Kieffer, Director of the Long Term Care Division, and Jon Barton, Deputy Director of the Division, stated the Division's views on the best way to organize ourselves to win higher standards for home care and nursing home workers. Eddie Iny, Assistant Director of the Property Services Division, gave a presentation on the opportunities and challenges facing property services local unions in California. Fifty-five exhibits were entered into the record at the hearings, a transcript of the hearings was made by the court reporters, and post-hearing submissions from a number of locals and individual members were received.

The entire record was considered in the drafting of this report. This report is the product of our collaborative efforts; however, we each concentrated on those issues covered in the respective hearings held separately by each of us.

II. The International Union's Policies on Organizing and Jurisdiction Established by the 2000 and 2004 Conventions

Article XIV, Section 3 of the SEIU Constitution and Bylaws authorizes the IEB to “consolidate or merge existing Local Unions under such terms and conditions as the [IEB] may determine when in the opinion of the [IEB] the interests and welfare of the International Union and the membership thereof will be better served by such action.”

Delegates to the 2000 SEIU Convention adopted the New Strength Unity Plan (“NSUP”) to build power for SEIU members. A critical part of the NSUP was a “Jurisdiction Policy and Procedure” set forth in the “Decide Report” prepared by the President’s Committee 2000. The Decide Report was adopted by the 2000 Convention and incorporated in the NSUP. The Committee concluded that “industry-based jurisdiction gives local unions the best opportunity to be recognized by the public, elected officials, industry employers and workers as the principal voice of workers in that industry and geographic area.” SEIU members have told the union leadership that they want to be united with their co-workers doing similar work in the same geographic area so that they can exert maximum power to improve their working conditions. The policy of the International Union, as expressed at the 2000 Convention, is to combine members employed in a particular industry in a manner that mirrors the structure of that industry, minimizes fragmentation and, as a result, increases bargaining power. The focus on industry-based jurisdiction necessarily means that employees of the same employer are to be represented by the same SEIU local union.

In his testimony at the hearings, Brother Johnston explained that SEIU’s program to refocus and restructure the Union to build an organization that is better positioned to win higher

standards for SEIU members began in 1996 with the “Bold Action” program adopted at the 1996 Convention, and continued with the 2000 Convention’s NSUP and the “Seven Strengths” program adopted by the 2004 Convention delegates. Among the elements of the Seven Strengths program are building local union strength, political strength, and industry strength. SEIU’s Policy on Jurisdiction contributes to the enhancement of all three of these strengths by fostering local unions with the size, capacity, resources and focus to win big for SEIU members in bargaining, and in the state capitals and Congress.

Brother Johnston testified that, in many states across the country, SEIU has consolidated and rationalized local union jurisdiction to create more powerful local unions. In California, Florida, Massachusetts, Connecticut, Maryland, Michigan, Missouri, Ohio, Pennsylvania, Rhode Island, and Washington, local unions have participated in a process similar to the one now underway in California. The results have been astounding: SEIU grew by 820,000 between 1996 and 2004.

This achievement was also due to our relentless focus on local union organizing. As part of the New Strength Unity program, the 2000 Convention adopted a local union organizing mandate that became Article XV, Section 16(a) of the SEIU Constitution and Bylaws. The organizing requirement was confirmed by the 2004 Convention. That provision states:

Every Local Union shall continue to implement an annual local union organizing budget equivalent to 20 percent of the local's budget (after payment of all per capita tax obligations), to be spent consistent with the principles of the applicable industry division of the International Union. Each industry division shall submit its principles and the procedures for their enforcement for approval by the International Executive Board no later than January 2005.

Ex. 1, p. 31.

As part of the implementation of this requirement, the International Union divisions require locals to submit organizing plans on an annual basis. In addition, local unions are expected to have full-time organizing directors who are responsible for drawing up the locals' organizing plans and overseeing their execution.

Further, the Seven Strengths program adopted at the 2004 Convention includes a commitment to building national strength. A component of this commitment was expressed in the United Strategy for Strength resolution adopted by the Convention. This resolution commits the International Union and local union to devoting resources, including personnel, dedicated to growing the union in areas such as the South and Southwest, where union density, and SEIU's presence, has historically been weak. Through adoption of this resolution, the 2004 Convention mandated the International Union resources be redirected from areas of traditional strength, such as California and New York, to emerging growth regions.

III. Political and Demographic Trends in California

Brother Johnston, Brother Tanner, and Dean Tipps, Executive Director of the California State Council, made the case for the need to reorganize local union jurisdiction in California. Tr. 1056-64. They pointed out that, notwithstanding conventional political wisdom, California is not a "safe" state for candidates who support progressive positions of importance to working men and women. The data presented by these witnesses establishes that SEIU locals are strongest in the slower-growing coastal areas of the state such as San Francisco, Santa Clara, Los Angeles, and Alameda counties. These counties readily support agendas for working Californians; however, they are losing influence due the demographic shift to inland counties such as the

Central Valley counties and Sacramento, San Joaquin, Kern, San Bernardino, Riverside and San Diego counties, where the political climate is much more conservative, and SEIU is much weaker. SEIU is growing in California, but we are growing in the coastal areas where population growth is stagnant.

It is vital that we hit upon a strategy to unite workers in the inland counties within the same industry. In order to be able to organize successfully on a massive scale and affect the politics of these areas in a way which benefits our members by lifting standards, we must bring to bear the resources and expertise of our successful coastal locals. Currently, the vast majority of our organizing resources are concentrated in a few coastal county locals, and are mostly absent in strategic counties where growth and political power are on the rise.

IV. Current SEIU Local Union Jurisdiction in California

The evidence presented at the hearing dramatically highlighted the fragmentation of SEIU local union jurisdiction by geography, industry and employer. None of the four industry divisions (Public Services, Health Systems, Long Term Care, and Property Services) are unified under the present system of local union jurisdiction in California. The testimony revealed that many locals are quite small and therefore under-resourced. In addition, a number of locals still exercise jurisdiction across industry lines.

A. Current Public Services Local Unions

For purposes of this report, the term “public services local unions” refers to SEIU local unions whose membership is made up primarily of local or state government workers (including

California State University system employees). We address separately below, in a section devoted to Long Term Care Division members, home care providers considered employees of in-home supportive services (“IHSS”) public authorities.

1. Local government employees

According to Brother Tanner’s testimony, 22 California counties have multiple public services local unions.³ Some of these local unions have jurisdiction for workers in a single county; others exercise jurisdiction in several counties. One public services local, Local 535, represents over 30,000 social services employees in local government statewide, and has members in many counties. Local 535 also represents private sector health care workers and workers employed by publicly-funded social service agencies. Other local government workers are represented by 19 local unions of vastly different sizes and resources (excluding Local 99, which represents Los Angeles area school employees). Some public services locals represent IHSS providers, property services workers, and private health care employees. We summarize below the jurisdiction exercised by these local unions for local government workers who are not represented by Local 535.

Los Angeles County employees are represented by Local 660, which represents over 51,000 employees of Los Angeles and Orange counties. About 19,000 Local 660 members are in the public health field, including those at the Los Angles County Department of Public Health

³ These are the counties of Alameda, Contra Costa, Fresno, Kern, Los Angeles, Kings, Marin, Monterey, Napa, Orange, Riverside, Sacramento, San Diego, San Francisco, San Joaquin, San Mateo, Santa Barbara, Santa Clara, Solano, Stanislaus, Tulare, and Ventura.

Ingleside Hospital, Los Angles County – USC Medical Center, Rancho Los Amigos National Rehabilitation Center, and the King/Drew Medical Center. Former Locals 434 and 787 previously merged into Local 660. Local 347 represents about 12,000 municipal workers in Los Angeles County, most of whom work for the City of Los Angeles. Local 2028, which was created as a result of the consolidation of former locals 102 and 1926, represents over 8,000 employees in San Diego County, and ten cities and school districts. Local 2028 also represents stadium and arena employees, theater and convention center workers, and workers at Delmar racetrack, who fall under the Property Services Division. In addition, Local 2028 represents employees of a Fredericka Manor, a private sector nursing home, and Edgemore, a county owned and operated nursing home. Employees of Riverside County, cities in the county, and special districts are represented by Local 1997, which represents about 6,000 public workers. Twenty-five percent of Local 1997's members are healthcare workers. Local 998, which is currently under trusteeship, represents about 5,500 employees of Ventura County (including Ventura County Medical Center) and various municipalities in that county, as well as workers for the courts, special districts, and IHSS workers.

Santa Barbara local government workers are represented by Local 620, which also represents public sector employees in San Luis Obispo county for a total representation of about 4,000. County and municipal workers in Kern, Tulare and Kings counties, including public hospital workers at Kern County Medical Center, are represented by Local 700, which represents over 7,000 workers. Local 700, which originally had jurisdiction limited to Kern County, is the product of a merger with former Local 690, which had jurisdiction for Tulare and Kings counties. Local 700 also represents employees of the San Joaquin Valley Air Pollution Control District,

which has employees who work in Bakersfield, Fresno and Stanislaus County. Local 817 represents over 5,000 workers in Monterey and San Benito counties, including city and county employees, IHSS providers, employees at Natividad Medical Center, a public hospital in Monterey County, and Hazel Hawkins Hospital, a district hospital in San Benito County.

Local government workers in Santa Clara and San Mateo counties are represented by Local 715, which represents over 26,000 employees. Some of Local 715's public sector members include employees of Santa Clara Valley Medical Center and San Mateo General Hospital. Local 715 also represents employees at El Camino Hospital, a district hospital. In addition, Local 715 has units in other SEIU divisions: private university workers at Stanford University and Santa Clara University (including Santa Clara Mission Cemetery workers), private hospital workers at Stanford and Lucile Packard Hospitals, IHSS providers, and multiservice workers employed by Bon Appetit/Compass who work at Stanford and Santa Clara universities.

Local 790 represents employees of cities, counties (including public hospitals), school districts, special districts, private non-profits, and other private sector employees (including airport service workers at San Francisco International Airport) in San Francisco, Alameda, Contra Costa, San Joaquin, and Sacramento counties. Local 790, which currently represents almost 29,000 employees, is itself the product of the mergers of former SEIU Locals 390, 400 and 22. In San Francisco, social services workers are represented by Local 535, and some public health classifications are represented by UHW. Specifically, UHW represents public health care employees at San Francisco General Hospital and the Laguna Honda public skilled nursing facility. UHW, Local 535, and Local 616 (which alone represents about 14,000 employees and

providers) also represent different classifications of local government workers in Alameda County, including employees at the Alameda County Medical Center. Local 616 also represents IHSS providers, employees of special districts, Head Start workers, and employees of one private non-profit. Santa Cruz local government workers, including both municipal and county employees, are represented by Local 415, which represents about 4,500 workers. Local 415 also represents IHSS providers, and is operating under a servicing agreement with Local 715. City, county school, court, special district, and child care workers in Marin County are represented by Local 949, which represents under 2,000 local government and related employees. Local 707 is an amalgamated local of about 6,000 county, special district, court, city, schools, IHSS, for-profit and non-profit contract agencies, and private sector hospitals workers, with jurisdiction in Sonoma, Mendocino and Lake counties.

Local 614 represents about 2,300 employees, including employees of Napa County, as well as employees in four cities in the county, school district employees, IHSS workers, and classified employees at Napa Community College. Local 614 has been in merger talks with Local 1280, which represents over 3,300 local government and related employees, as well as IHSS providers, in Solano County. Locals 1280 and 614 share an executive director. Local 1292 represents under 800 employees in cities, the courts, special districts, and publicly-funded private agencies in Butte, Shasta, and Siskiyou counties. Local 4988 has about 1500 members, 60% of whom work for the counties of Amador and Calaveras, cities, and special districts.

2. Education and State Employees

Employees of the Los Angeles, Lynwood, Torrance and Pleasant Valley unified school districts, Head Start workers, and Los Angeles Community College employees, are represented by Local 99, which is currently under trusteeship. Local 99 represents over 36,000 employees in Los Angeles and Orange counties. Local 1983, also known as California Faculty Association, represents 23,000 teaching faculty at all 23 campuses in the California State University (“CSU”) system. Non-teaching employees in bargaining units 2, 5, 7 and 9 in the system are represented by Local 2579, the California State University Employees Union, which represents over 15,000 CSU employees. Employees of the State of California in many bargaining units are represented by Local 1000, which represents over 83,000 state employees.

B. Current Long Term Care Local Unions

SEIU’s Long Term Care Division includes IHSS providers, homecare workers employed by private agencies, private sector nursing home workers, and employees of senior living facilities. In California, SEIU represents over 200,000 homecare workers and approximately 20,000 nursing home workers. SEIU’s nursing home workers are currently represented by three California local unions: Local 434B, which represents workers in 50 private nursing homes, UHW, which represents workers in 152 private nursing homes, and Local 2028, which represents workers at one private nursing home.

Homecare providers are in many different California local unions. SEIU represents IHSS providers in four types of unions. The bulk of the home care providers are represented by Local

434B, which represents almost 123,000 SEIU homecare members in Ventura,⁴ Los Angeles and San Bernardino counties. In addition, the Local 434B leadership heads Local 4034, also called the California United Homecare Workers Union (“CUHW”). Local 434B and CUHW share the same president and secretary-treasurer. CUHW is a California homecare workers union jointly affiliated with SEIU and AFSCME pursuant to the Strength In Unity Agreement between the two international unions. Ex. 38. CUHW represents over 22,000 homecare workers in 25 counties.⁵ Together, CUHW and Local 434B represent home care workers in 28 counties in Northern, Central, and Southern California. Local 434B and CUHW represent only long term care workers. Another AFSCME affiliate, the United Domestic Workers of America (“UDW”), represents about 60,000 IHSS providers in 10 counties.⁶ Over 46,000 IHSS providers in nine counties⁷ are represented by UHW, SEIU’s statewide health care union. In addition, as noted above, Locals 715, 616, 614, 415, 707, 998, 1280 and 817 certified representatives of IHSS providers in their respective jurisdictions.⁸

⁴ Local 434B has represented the Ventura County IHSS workers under a servicing agreement with Local 998. This group recently voted overwhelmingly to join Local 434B.

⁵ CUHW represent IHSS providers in Imperial, Inyo, Tulare, Kings, Mono, Madera, Mariposa, Tuolumne, Alpine, Nevada, Sierra, Sutter, Colusa, Lake, Glenn, Butte, Plumas, Tehama, Lassen, Shasta, Trinity Humboldt, Del Norte, Siskiyou, and Modoc counties.

⁶ Placer, El Dorado, Stanislaus, Merced, San Luis Obispo, Kern, Santa Barbara, Riverside, Orange, and San Diego.

⁷ San Francisco, Fresno, Marin, Sonoma, Contra Costa, Sacramento, San Joaquin, Amador and Calaveras.

⁸ Locals 616, 614, 707 and 1280 operate jointly through the Joint Organizing Partnership. Local 415 is party to a servicing agreement with Local 715, and Local 998 is party to a servicing agreement with Local 434B.

C. Current Property Services Jurisdiction

SEIU's Property Services Division includes janitors, security guards, employees of stadiums, arenas and convention centers, private higher education employees, subcontracted airport workers, and racetrack workers. The largest Property Services Division local union in California is Local 1877, which represents janitors, stadium and arena workers, convention center employees, subcontracted airport workers at all major California airports, grocery store cleaners, racetrack workers, residential building workers, cemetery workers, and employees in other allied industries. Local 24/7 represents security officers in Northern California. Local 265 represents cemetery workers and greens keepers. Locals 700, 715, and 535 also represent cemetery workers. Local 280, also called the Pari-Mutuel Employees Guild of California, represents pari-mutuel clerks throughout the state. As noted above, Locals 715, 790 and 2028 also represent small numbers of Property Services Division members.⁹

D. Private Hospital Workers Represented by Public Services Locals

UHW, the product of a 2005 merger between former Locals 250 and 399, is a large local of 130,000 members with statewide jurisdiction for private sector healthcare workers in California. At the time of the merger, Local 250 had about 94,000 members, and Local 399 represented over 30,000 workers. Yet there are also several public sector locals that represent

⁹ In addition, Local 87 represents janitors in San Francisco. Local 87 was not formally included in this proceeding, but a Local 87 representative testified at the hearing on property services jurisdiction.

private sector hospital workers. Local 4988 represents wall-to-wall units at Catholic Healthcare West's ("CHW's") Mark Twain hospital in Calaveras County, and the Sutter Amador acute care facility in Amador County. Local 707 represents employees at the Sutter Santa Rosa hospital. Local 715 is the certified representative of employees at Stanford and Lucille Packard Hospitals. Local 2028 represents employees at Children's Hospital in San Diego. UHW is actually servicing employees in these facilities represented by Locals 707, 715, and 2028 pursuant to servicing agreements. Finally, Local 535 represents about 3,400 registered nurses, other professional units, and technical employees employed by Kaiser Permanente.

E. Representation of District Hospital Workers

District hospitals are run by the elected boards of special healthcare districts. UHW represents workers at eight district hospitals. Workers at three other district hospitals are represented by public sector Locals 817, 715, and 5000 (NAGE).¹⁰

V. Organizing Programs and Results

Despite the impressive growth in overall SEIU membership over the past decade, only a relative small percentage of that growth has been due to organizing wins. According to a submission from the Public Services Division, during the period 1998 through 2005, California public sector unions (include those representing state workers and school employees) organized just 75,161 new workers. This number includes 23,500 added in 2000 and 2004 by California

10 NAGE represents employees at Menifee district hospital in Riverside County.

Faculty Association, Local 1983, through an agency shop campaign and accretion of teacher aides. Among local unions whose focus is local government workers, the organizing wins for this period amounted to only 48,494 new members.

Many public sector locals are not contributing at all to our California growth, and those that are contributing are not winning at the pace needed to achieve union density in our priority services and geography. Our annual average growth per local union over the past 6 years is 368 workers. A disproportionate amount of that growth results from our current membership base: agency shop, residual and part-time worker victories. We are not organizing on pace in services that were formerly publicly-delivered and are now privately-delivered, publicly-funded such as mental health and developmental disabilities workers. Only two local unions have achieved a measure of union density in mental health services.

We are also not growing on pace in other Public Services Division priority services such as childcare. These privately-delivered, publicly-funded services are severely underfunded resulting in unreliable access and service quality and poverty level workforce wage and benefit standards.

Why are our growth numbers in the California public sector so anemic? It is true that many opportunities for growth lie in localities where existing local government local unions don't have sufficient resources to mount large-scale organizing drives. For example, the Public Services Division estimates that, in Tulare County, there are 1,800 workers, including residual public units, hospital district employees, child care centers and mental health workers, who could be organized immediately. This figure does not count an additional 1,000 developmental

disability community workers who could win the right to union representation in the near future given new political leadership in Sacramento. This fact further underscores the necessity to realign our jurisdiction to bring local union resources to bear in those localities of low union density.

But the geographic imbalance in our present local union structure does not fully explain the mediocre growth of our public sector local unions. Even in 2006, many public sector local unions are not “on program” with respect to SEIU’s organizing mandates. For example, many of our public sector local unions are simply too small to be able to devote the resources required to fund full-time organizing directors. Thirteen of our California public sector locals represent less than 10,000 workers, and nine represent less than 6,000 public employees. The Public Services Division reports that eight local unions are not contributing to our growth goals due to lack of capacity and/or political will. To address this problem, some locals have banded together to jointly organize, in what amounts to a partial step toward consolidation. Specifically, Locals 707, 614, 1280, 1292 and 949 formed the Joint Organizing Partnership (“JOP”) with Local 616. The JOP is led by Local 616’s organizing director. Similarly, Local 4988 receives organizing services from Local 790 through their servicing agreement. But Locals 2028, 1997, 998, 700 and 817 do not have organizing directors.

Local 347 represents about 12,000 workers, yet it too lacks a full-time organizing director. According to the Public Services Division, the person listed as the organizing director is actually the local’s fulltime political director. In addition, Local 347’s organizing plan for 2006 does not comply with SEIU’s organizing mandate. The Division reports that the three staff listed as organizers are actually representatives. The Division explains that, in 2005, the local

assigned responsibility for its organizing program to its General Counsel in order to recruit a fulltime organizing director and staff and to develop a viable organizing program. The Division points out that this was not done, and that, as in 2006, the three staff listed as organizers in 2005 were actually representatives.

In addition, Local 347 continues to struggle with maintaining its membership base. The Division reports that, on April 24, 2006, the local informed its members employed by the City of Commerce that it was withdrawing from the ballot rather than face a decertification election challenge from the Commerce City Employees Association. Similarly, during the hearings, a decertification challenge to Local 347 in a large unit from a public safety union affiliated with an AFL-CIO union was only averted after the local called on the International Union for assistance. The Division reports that there are 119 independently-represented cities in Los Angeles and Orange counties employing over 5,000 employees for which Local 347 has no organizing plan or dedicated resources.

Our organizing shortfalls extend beyond the Public Services Division. The goal of Health Systems Division is to build a strong national union to change the lives of RNs and hospital workers, to hold hospitals accountable to workers, patients, the underserved, and communities, to improve the quality of care delivered, and to win health care for all. Assistant Research Director Campbell testified that the biggest challenge to achieving these goals is the current low union density in the industry. Tr. 1898-1908.

Brother Campbell submitted data showing the job we have before us in the private hospital sector in California. Statewide, fully 78% of hospital beds are in private facilities, and of these, 39% are in totally non-union facilities. In the markets identified as growth markets by

the Health Systems Division, significant percentages of non-union facilities exist. In the Fresno County market, private hospitals make up 95% of hospital beds, and 52% of those beds are in non-union facilities. There is also a non-union district hospital in Fresno County. In Orange County, 93% of hospital beds are in private hospitals, of which 73% are in facilities where no union is present. In San Diego County, private sector hospitals have 65% of the total hospital beds in the county, and 33% of those beds are in non-union hospitals. In addition, 52% of the district hospital beds are in non-union facilities in San Diego County. In Riverside County, 68% of the hospital beds are in private sector hospitals, of which 35% are in non-union facilities. And in San Bernardino County, private acute care facilities make up 84% of the hospital beds in the county, with 59% of them located in non-union hospitals. In addition 175 of the 199 district hospital beds in that county are in non-union facilities.

Based in part on the above data, the Health Systems Division estimates that there are approximately 100,000 unorganized hospital and related workers in Southern California. The Division's plans call for organizing more than 40,000 private and healthcare district healthcare workers in California over the next four years. These are mostly professional and technical workers. The Division is targeting district hospitals, private profit and private non-profit hospitals in markets in Fresno, Orange, Riverside, San Bernardino and San Diego counties. For 2006, the Division's plans call for organizing 6,000 workers in private sector and district hospital targets in California. These include workers in hospitals and related facilities in the Kaiser, CHW, Tenet and Sutter chains and district hospitals where some of the workers are already in unions.

UHW is the key to the Health Systems Division's organizing plans. UHW is the only local union with jurisdiction to organize private sector healthcare workers in California. And although it currently shares jurisdiction for district hospital workers with public sector unions, UHW represents employees seven district hospitals, far more than any other SEIU local union. Yet, UHW has also failed to keep pace. Since the 2005 merger of 250 with 399, UHW has only organized about 2200 hospital workers. It is plain that UHW has much further to go in organizing its current jurisdiction.

VI. Discussion and Recommendations

It is stating the obvious to say that the current patchwork of SEIU local union jurisdiction in California is not designed to maximize local union strength through uniting workers by industry in the most relevant geography. Rather, the current jurisdictional patterns are in large part an outgrowth of piecemeal affiliations, mergers, and special arrangements that do not reflect the current needs of SEIU members to win significant improvement in standards, preserve gains previously won, and grow the union in areas of low union density. We emphasize that such growth is not growth for growth's sake; it is vital if we are to retain the standards we have won in areas of higher union density. We simply cannot be islands of strength in a sea of weakness; we must improve standards throughout the state so that employers cannot use lower standards in the unorganized areas of the state to attack wages and benefits in the locations where we are a significant presence. And as the testimony established, we must increase our statewide clout to promote a progressive agenda and to head off efforts to block that agenda through initiatives such as Proposition 75, which we only managed to defeat by a narrow margin. As pointed out by

Brother Johnston, SEIU devoted substantial resources to that campaign to just to maintain the status quo. To accomplish this, we must project our strength into the eastern part of the state, where political power is migrating in step with population growth. We must also take a hard look at what the relevant geography is for each industry division, and be prepared to match our structure to that geography, irrespective of the current jurisdictional hodgepodge.

In addition, we need to take stock of the inability of many locals in their current configuration to adhere to the organizing mandates of SEIU. We think that it will take new internal structures and locals of larger size to establish properly-resourced organizing programs geared to the 21st century. Our outdated structure in California has not produced the kind of organizing results we will need to have across the state if we are to keep standards high, grow the union, and win for our members. These principles underlie our recommendations for jurisdictional realignment in California.

The imperative of creating new local organizations that are not only self-sustaining, but that can devote resources to organizes in the growth areas, also flows from the current practice, of divisions subsidizing local organizing work. Notwithstanding the United Strategy for Strength resolution adopted by the 2004 Convention, the Public Services, Property Services, and Long-Term Care Divisions are currently subsidizing organizing campaigns in California. This needs to change if we are serious about our commitment to commit resources to unionize the “red” states.

We emphasize that our California locals are already no strangers to consolidation and realignment. As detailed above, many of the local unions involved in these proceedings are themselves the products of earlier consolidations. We are recommending an intensification of

that process to permit SEIU to exercise the maximum leverage possible on behalf of our California members.

Because the thorniest issues we address relate to the appropriate jurisdiction for healthcare workers, we turn preliminarily to the contention made by UHW that all healthcare workers, broadly defined to include public health workers and long-term care employees, should ultimately be placed in a single local union. We do not think that the record of healthcare to date demonstrates that this is necessarily the best approach for growth. We believe that the jury is still out on the question whether, in order to raise standards and build power for our members, we need to amalgamate all of the sectors of the broadly defined healthcare world into a single entity. This has not been our uniform structure for representing members in the different sectors of the healthcare industry, and, as a matter of fact, recent jurisdictional decisions have resulted in recommendations for different structures based on different density, geography, capacity, and growth possibilities in each case. For example, although in New York all healthcare workers are in one local, it is not as a result of International Union jurisdictional decisions, but rather through voluntary mergers, except for interns and residents who are still in a separate local. Jurisdictional decisions in Illinois and Washington have resulted in sectoral structures, and there are sector-based locals in Oregon, Wisconsin, and Pennsylvania.

A. **Jurisdiction for Local Government Employees**

1. **Proposals for Geographic Reorganization**

By memorandum dated March 17, 2006, prior to the opening of substantive hearings in this matter, the International Union circulated a concept for reorganizing public sector

jurisdiction in California for local government workers. Ex. 10. The proposal covered public sector locals except Locals 99, 1000, 2579, 1983, and a future childcare local contemplated to be jointly affiliated with AFSCME. The key element of the International Union's proposal was a map of the state with four regions designated by ovals running from north to south. The ovals, often referred to during the hearings as "eggs" due to their shape, represented four regional public sector local unions that the International Union proposed be established in lieu of the existing arrangement of 19 separate local unions. The map was more of a framework than a precise blueprint; the four regions were generally delineated, but at the periphery of each oval there was some ambiguity. Two counties, San Francisco and Alpine, did not appear to fall within any of the regions, while counties at the borders of the proposed new locals, such as San Joaquin, Kern, and Riverside, appeared in two ovals. For purposes of this decision, we refer to the four proposed regional locals as the Northern, North Central, South Central, and Southern regional public sector locals.

Local representatives who testified at the hearings generally recognized the need to consolidate small local unions and reorganize public sector jurisdiction along regional lines, although there were different views expressed about the precise makeup of regional configurations. Locals 2028, 660, 1997, and 715 explicitly or implicitly supported the four-local model proposed by the International Union. Local 620 proposed a fifth local to be comprised of three coastal counties (Santa Barbara, Ventura and San Luis Obispo) plus five Central Valley counties (Tulare, Kings, Kern, Inyo and Mono). Local 700 endorsed this proposal, but added a ninth county, Fresno, in a post-hearing submission. At the hearing itself, Local 700 proposed an alternative Central Valley local consisting of Kern, Kings, Tulare, Fresno, Madera, Mariposa,

Merced, Stanislaus, and possibly also San Joaquin. In addition, Local 700's Executive Director, Ward Wollesen, testified that Inyo and Mono counties, on the eastern side of the Sierra Nevada range, would logically fit with Local 700's jurisdiction. Brother Wollesen stated the local's preference to be in a local representing other Central Valley counties rather than a local headquartered in Los Angeles or San Francisco.

Local 715 (Santa Clara and San Mateo counties) urged that San Joaquin County be placed in the North Central regional local, while Local 790 presented testimony from San Joaquin County members who desired to remain with Local 790. Local 817 (Monterey and San Benito counties) came out in favor of a single statewide local union for public sector workers, to be achieved in phases. Under Local 817's proposal, there would be an initial consolidation of public sector local unions into two regional locals, one in the north and one in the south. The northern boundaries of San Luis Obispo, Kern, and San Bernardino counties would be the dividing line between these two proposed locals. According to the proposal, presented by Local 817 Executive Director John Vellardita, these two locals would then be merged within five to seven years to form a single statewide public sector local. Local 949 (Marin County) proposed a Northern California provisional local covering the jurisdictions currently exercised by Locals 790, 616, 707, 1280, 614, 4988, and 1292. According to Local 949 Executive Director Kris Organ, this Northern California provisional local would encompass San Francisco, Alameda, San Joaquin, Calaveras, Tuolumne, Mono, and all counties north of those counties.

Locals 535 and 616 proposed three public sector locals. Local 535 Executive Director Damita Davis-Howard's description of the proposed Northern California provisional local was similar to Local 949's proposal, and included the members serviced out of Local 535's Oakland

and Sacramento offices, including the State Bar (a statewide employer), San Andreas Regional Center (located in the South Bay), and Valley Mountain Regional Center (located in multiple counties including San Joaquin and Stanislaus), as well as Local 535 members serviced out of Local 535's San Jose offices that are located in Alameda County and north of San Mateo County. Sister Davis-Howard further testified that the Central California local include all of the jurisdictions currently represented by Locals 415 (Santa Cruz County), 700 (Kern, Tulare and Kings counties), 715 (Santa Clara and San Mateo counties), 817 (Monterey and San Benito counties), plus all Local 535 members serviced out of its San Jose office, with the exceptions of members working in Alameda County and north of San Mateo County and the regional center employees she listed as part of the Northern California local. Local 535's proposed Southern California public sector local would include all of the jurisdictions currently represented by Locals 347, 620, 660, 998, 1997, 2028, and all Local 535 members serviced out of Local 535's Pasadena, San Diego, and Santa Barbara offices. This would include the counties of Los Angeles, Ventura, Santa Barbara, San Luis Obispo, Riverside, Orange, San Diego, Imperial, and San Bernardino. Local 2028 Executive Director Ben Monterroso, while supporting the 4-egg concept, testified that Orange County should be added to the jurisdiction of the southernmost local.

Only one local, Local 347, opposed fundamental changes to its current structure. Representatives of Local 347, which represents about 12,000 municipal employees employed by the City of Los Angeles and other cities in Los Angeles and Orange counties, took the position that city workers have unique issues and interests and that city and county workers should not be in the same local union.

Locals urged that various principles be adhered to in the course of our consideration of the public sector jurisdictional questions. Local 535 presented a comprehensive list of eight additional recommendations to guide SEIU during any reorganization. These were: the creation of new local unions rather than the merger of locals into existing local unions; the creation of an advisory body to assist with transition and implementation issues; ensuring operational continuity; creation of industry councils; restructuring of other SEIU bodies that support public sector locals in California; providing full employment for staff; allowing all members to vote on the hearing officers' recommendations; and preservation of the history and culture of the current public sector locals. Ex. 12. In addition, at the hearing, Sister Davis-Howard urged that, in consolidating existing local unions to create new entities, existing locals be moved in their entirety into the new locals, rather than being divided up and assigned to different regional locals. Tr. 130, 134-35.

Many of the suggestions of Local 535 were echoed by other locals. In particular, locals and members emphasized the need for members to vote on the reorganization plan, the importance of maintaining staff and offices in local communities where existing local unions maintain a presence, the necessity of honoring staff contracts, the benefits of establishing new ("provisional") local unions instead of merging locals into existing unions, and the importance of creating a member advisory committee charged with laying out democratic governance structures, dealing with dues, staffing and office location issues, and establishing statewide industry councils to bring together SEIU members doing similar work across regional locals.

2. Proposals for Public Healthcare Workers Jurisdiction

One focus of the hearings was the question whether jurisdiction for employees in public healthcare facilities should go to public sector locals or to UHW. By "public healthcare workers" we mean employees of public hospitals, public nursing homes, and related facilities, including healthcare workers in clinics, prisons and health departments.

UHW President Sal Rosselli and other UHW representatives and members testified that, in general, public hospital workers belong in a local union focused on healthcare. Tr. 1938-78. Brother Rosselli stated that the common healthcare industry was more important than the common employer. UHW argued that hospitals form a distinct sector, with common legal requirements, managed care contracts, technology and clinical practices. UHW stressed that the care delivered and the work performed are the same in privately run hospitals as in public hospitals. UHW emphasized that, compared with other public employees, hospital workers are distinguished by the requirement for advanced education, licensing, certification and continuing education, the highly regulated environment in which they operate, exposure to toxic substances, infectious diseases, and higher rates of injuries, unique scheduling issues and unique staffing issues.

UHW noted that the counties' portion of funding was relatively small, ranging from 21.9% in San Francisco to 2.6% in San Joaquin County. UHW made the point that public sector healthcare workers identified themselves as healthcare workers first, and county workers second. Brother Rosselli pledged to bring the same high standards UHW has won for private sector hospital workers at systems like Kaiser to public hospital workers. UHW noted that many healthcare job classifications were common across the public and private sectors. UHW

representatives argued that UHW's knowledge of the healthcare industry and workplace issues common to all healthcare workers would be at the service of public hospital workers if they were in the same union – UHW.

While stating its general position that public hospital workers belong in UHW's jurisdiction, UHW also acknowledged that a county-by-county analysis was warranted, with the yardstick being a determination of which local could most effectively represent the interests of public healthcare members. Brother Rosselli testified that, because public healthcare workers form a substantial portion of the membership of Local 660, and because Local 660 has done an excellent job in winning high standards for its public hospital members, Local 660 should retain jurisdiction for its public hospital members. In a post-hearing submission, Brother Rosselli requested that UHW be granted jurisdiction for public hospital workers in Alameda, San Francisco, and Monterey Counties. He argued for a case-by-case approach with respect to jurisdiction for SEIU members employed by public hospitals in other counties, and for employees of all public hospitals in which SEIU currently does not have membership, including all hospitals affiliated with the University of California, in the event that AFSMCE transfers those members to SEIU at some point in the future.

Brother Vellardita, on behalf of Local 817, testified in support of UHW's position. He stated that Local 817 was not as well positioned as UHW is to win higher standards for workers at the public hospital in Monterey County. Brother Vellardita testified that Local 817 lacked the knowledge of the industry that UHW has acquired through its representation of private sector hospital workers. He emphasized that medical economics trumps the single employer – single

union approach because relationships with county officials cannot ultimately overcome the dictates of the healthcare industry market.

For its part, the Public Services Division took the position that public sector local unions should have jurisdiction for public healthcare workers. Tr. 1908-20. Assistant Division Director Tanner testified that placement of public hospital workers in public sector unions would promote industry strength, because public health workers and other public workers in the same community share the same employer, and community strength, because public health members work shoulder to shoulder with other public services workers to build safe and healthy communities. Brother Tanner pointed out that healthcare workers represent a substantial portion of the membership of public locals. He asserted that health services are just one of many types of services provided by county workers, including social services, public safety, property services, and transportation, none of which ought to be removed from the jurisdiction of public sector locals. He stressed that, because the county is the single employer for public healthcare workers and other employees of the county, placing these members in the public sector local is the only way to uphold the principles of "One Employer – One Union" and "Speaking with One Voice." Brother Tanner emphasized that major benefits for all county workers, including health insurance, pension, retiree medical, and vacation, tend to be the same for all workers, with the exception of public safety employees. He also stated that public sector locals will have the capacity and experience to carry out the political work at the state and federal levels that impact county government expenditures on public health needs.

The Public Services Division presentation also pointed out the practical difficulties of attempting to split off representation of public health workers from other county workers.

Brother Tanner explained that bargaining units for all but one county are cross-departmental. He remarked that, in unit determination decisions, the largest possible bargaining units are favored, with the goal of avoiding fragmentation and the proliferation of smaller bargaining units. Josie Mooney, Local 790's Executive Director, and other representatives and members of Local 790, echoed this proposition. Sister Mooney presented evidence that 33 job classifications in the San Francisco Department of Public Health were located in other City of San Francisco departments. Tr. 2077-78. She noted in particular Clerks, Transcriber Typists, Account Clerks, Health Care Billing Clerks, and Senior Telephone Operators, all of whom are covered by the same contract and are in the same bargaining unit whether inside or outside of the Department of Public Health (Ex. 53).

Similar testimony was given by Kristy Sermersheim, Executive Secretary of Local 715, Brother Wollesen on behalf of Local 700, Mark Kisselburg, an executive board member of Local 1997, and Annelle Grajeda and Steve Matthews, General Manager and Director of Health Operations, respectively, of Local 660. Tr. 1929-38, 2013-34, 2092-2100. Brother Matthews testified that Los Angeles County's workforce is highly integrated with many classifications of workers working in many different county departments, including the Department of Health Services ("DHS"). For example, according to Local 660, 20 of 22 Los Angeles County departments (including DHS) employ intermediate clerks, and 16 departments (also including DHS) have Warehouse Worker Aids. Nurses work in eight county departments in addition to DHS. The collective bargaining units and contracts covering these common job classifications span departmental lines. Local 660's official positions was that public healthcare units belong in public sector unions (Ex. 54).

Moreover, Brothers Wollesen and Kisselburg pointed out that it was unlikely that the union could unilaterally remove healthcare workers from common bargaining units with other county workers. They stressed that the counties had an interest in the makeup of the bargaining units and were unlikely to agree to the removal of these workers from the broader county units. Grace Corse, a Registered Nurse and chair of the combined Los Angeles County RN bargaining units for Local 660, testified that nurses identified with their fellow county employees and did not wish to be divided from them in a separate local union. Tr. 2039-41. She asserted that RNs benefited from the public sector locals' fight for safe staffing levels. Other health care members of Local 660 and 790 gave similar testimony. Sister Grajeda emphasized that health care members contribute greatly to the local membership as a whole, and also benefit from their unity with other county workers in the local. Brother Wollesen pointed out that the goal of creating larger, effective regional public sector locals would be undermined by removing public health workers, such as those who work for Kern Medical Center, from the public sector locals. He added that public health workers' pay and benefits are protected by the fact that they are currently inextricably linked to the pay and benefits for workers countywide.

Further, Sisters Davis-Howard, Mooney and Fran Jefferson, Executive Director of Local 616, testified that at Alameda County Medical Center, Laguna Honda Hospital, and San Francisco General Hospital, where multiple SEIU local unions represent employees of the same employer, relationships among the local unions have been difficult, and bargaining coordination has not always gone smoothly. Tr. 2084-86. Sister Mooney described two occasion on which Local 790 and UHW took opposite positions on issues being discussed with the San Francisco Department of Public Health. Sister Davis-Howard noted that, frequently, the locals were

obliged to call in assistance from the International Union to referee disputes among the locals during contract negotiations. Tr. 2001.

The Public Services Division also contended that public health systems constitute a separate sector, as evidenced by the fact that public hospitals have their own association, called the California Association of Public Hospitals, which is separate from the association for private hospitals. Along these same lines, the Division stressed that public health systems have a fundamentally different mission than do their private sector counterparts: to provide indigent care and psychiatric emergency care, and to serve the entire community, irrespective of ability to pay. For instance, Brother Tanner testified that public hospitals provide 85% of the indigent care in counties where they operate and serve a patient population that is 76% people of color, despite the fact the public hospitals make up only six percent of California hospitals.

3. Proposals for District Hospital Jurisdiction

Another issue to be resolved in this proceeding is jurisdiction for district hospital employees. Healthcare districts were created after World War II in California to address the problem of a shortage of hospital beds in the state. Healthcare districts are governed by elected boards. Most health care districts in California are purely public. Some have a two-board, district-private structure. In one or more of these cases the public board retains majority control of the private board. A minority of the district hospitals are affiliated with chains or managed by management companies. Examples of this are Oak Valley Hospital, managed by the Catholic Healthcare West chain, and Marin General Hospital, managed by the Sutter hospital chain.

District hospitals serve as safety net providers, including significant care for uninsured and underinsured residents. Healthcare districts are the chief source of inpatient, outpatient and emergency care to rural residents and residents in agricultural, fishing, mining and timber areas. There are 47 district hospitals, of which 31 are rural. Fifteen districts have hospitals operated by private companies. Eighteen districts provide health services but do not operate hospitals.

Some district hospitals have changed their governance from public to private. However, recent conversions in control of district hospitals have been from private to public. Examples are the creation of a healthcare district to rescue Alameda Hospital,¹¹ the leasing of Doctors' Hospital Pinole to the West Contra Costa healthcare district, and the switch in control of Palo Verde Hospital in Blythe from LifePoint Hospitals to the Palo Verde healthcare district.

County governments play an indirect role in the operations of healthcare districts and their hospitals. Counties approve the formation of the healthcare districts and appoint the first district board. County treasurers may act as the district treasurers and assess, collect and distribute property taxes to the districts. However, the districts have their own bonding and taxing authority to finance both operations and capital. Under California law, district hospital workers are considered public sector employees. They are covered by the Meyers-Milias Brown Act, the collective bargaining law for local government workers, and participate in public pension systems.

Healthcare districts are one type of special district, but there are others. Examples of other types of special districts are sanitary districts, water districts, recreation and park districts,

¹¹ It was explained at the hearing that Alameda County Medical Center has a unique governance structure that does not precisely fit the district hospital or public hospital models.

and community services districts. Public services locals represent workers at 68 special districts (not including education). Public services locals organized 11 new special districts in the past five years. There are approximately 4,300 healthcare district workers unorganized in SEIU targeted counties in California.

UHW and Local 817 argued that UHW should have jurisdiction for district hospitals. UHW emphasized that district hospitals, although nominally public, behave more like private sector hospitals and are beyond the control of local government officials. Brother Vellardita added that Local 817 did not have the expertise in representing health care workers to win the highest standards for members at the district hospital it has organized (Hazel Hawkins Hospital), and asserted that UHW would be better placed to represent those members.

The Health Systems Division did not directly address the jurisdiction issue concerning district hospitals. However, as discussed above, the Division's presentation made clear that the Division included the organization of district hospitals as part of its plan to organize the healthcare industry in California.

The Public Services Division, Local 715, and Local 1997 urged us to recommend that public sector locals be given jurisdiction for district hospitals. Sister Sermersheim stressed that public sector entities like district hospitals belong in public sector unions. In urging that public sector locals have jurisdiction for district hospitals, Brother Tanner underscored the difference between district and private hospitals in terms of mission, payer mix, and governance, and likened healthcare districts to other special districts whose employees are represented by SEIU local unions.

4. Proposals for Southern California Education Jurisdiction

Local 99 Deputy Trustee Bill Lloyd requested that Local 99 be granted jurisdiction for education employees in the same geographical area as that covered by the South Central regional public sector local union. In a post-hearing submission, Brother Lloyd argued that the education employers form a separate sector of public employees that justifies a separate local union. Brother Lloyd stressed that Local 99 represents the lion's share of school employees in Southern California. He asserted that, with over 30,000 members, Local 99 has sufficient size to be an effective local union with adequate resources to organize more education employees and lift standards for those already represented. Brother Lloyd pointed out that, in addition to an anticipated agency shop campaign that should add 10,000 Los Angeles Unified School District ("LAUSD") Unit G workers to the ranks of fee payers or members, Local 99 is targeting LAUSD community representatives, and will focus on early education employees and workers in public and private charter schools. Brother Lloyd noted that a June ballot proposition, if passed, will make preschool available for all 4-year olds in California, and would result in thousands of new SEIU Local 99 members filling jobs that will be created by this initiative.

Brother Lloyd stressed that, unlike other local government employees, school employees are not covered by the Meyers-Millias-Brown Act. Instead, school employees are subject to the provisions of the Education Code and the Educational Employment Relations Act of 1976, which established collective bargaining in California's public schools and community colleges. He noted as well the unique set of players that shape policy and funding in the education arena, including the California Teachers Association and the California School Employees Association.

5. Recommendations for Local Government Jurisdiction

a. General Principles

The current fragmentation of local government jurisdiction and representation is simply inadequate to meet the needs of SEIU members in the 21st Century. We must be bold and recognize the need to change ourselves and our union if we expect to stay ahead of the curve as government and industry change all around us. Our 600,000 California members should provide us with greater clout in improving their lives than we have thus far been able to bring to bear on the employers and political bodies with whom we must deal. At the outset of this discussion of public sector jurisdiction, we state an overriding principle: we need larger, stronger local unions in the public sector that can focus on growing the worker voice for workers within the jurisdiction of the Public Services Division, including the 100,000 developmental disabilities workers and 40,000 mental health workers in California. These new local unions are also needed to grow our traditional public worker presence in cities and counties in the conservative, fastest-growing areas of the state. In short, we are convinced that the time for significant change is now.

Accordingly, we recommend the creation of four new local unions with jurisdiction for local government employees. We find the proposal to combine 19 local unions representing public sector employees into one or two local unions to be overly ambitious as a first step. The melding of 19 different local union cultures, personnel, collective bargaining responsibilities, and political orientations into four local unions will be a major undertaking. As Bill Steck, Executive Director of Local 707, stated, we must be careful to do the job right. It may be that, at some point in the future, it will make sense to further consolidate our California public sector locals

into two or even one local union. For now, however, we recommend adopted of the “four egg” approach.

In this connection, we note that Locals 535 and 620 questioned the viability of a San Diego based local. Tr. 132-33, 189. It is true that a San Diego public sector local, even with the Local 535 members and jurisdiction in Imperial County, might not have the size and therefore the resources necessary to assure rapid expansion into the northern and eastern portions of the two-county area. However, given that San Diego is the second largest city in California, and that Imperial County is slated for growth, we think that, as of now, the prospect of a Southern public sector local based in San Diego and with jurisdiction in Imperial County is worth pursuing. As indicated below, however, we also recommend that this jurisdictional arrangement, like the others we recommend today, be revisited in the future so that a determination may be made whether these new regional public sector locals are organizing, growing, and engaging in political action at the high level we expect.

We agree with the suggestion of Brother Steck and Sister Davis-Howard to create what they each termed “provisional locals.” By this we understand them to mean that new public sector unions should be chartered, as opposed to merging existing local unions into other existing locals. We agree that this will enhance the prospects for cooperation from all members and leaders of existing locals, and will provide a real opportunity for a fresh start in terms of developing local union structures that will meet the needs of our California members now and in the future for strong, resource-rich, democratic unions with expansive reaches into all parts of California.

Whether or not the creation of four regional locals leads to further consolidation along the lines proposed by Local 817, we think these new locals should closely cooperate with each other and share operations where possible. For example, the new locals may be able to realize economies of scale and improve efficient delivery of member services by jointly carrying out “back office” administrative or representational functions.

From what we have said thus far it should be clear that we do not think a stand-alone municipal workers local union such as that urged by Local 347 makes sense. Our experience in virtually every public sector union in California is that city workers and county workers are together in the same local unions, and that each group gives strength to the other. For example, Local 715 represents over 1,500 municipal workers and nearly 11,000 county workers, and Local 620 represents about 1,200 municipal workers and over 2,200 county workers. Representatives of public locals emphasized the benefits of combining the strength of municipal and county employees. Matthew Nathanson, Acting President of Local 415, testified that there are many similarities in job classifications between city and county workers. Tr. 682. He also noted that the person “who is on the City Council may be the person who is on the Board of Supervisors tomorrow.”

Moreover, Local 347’s own experience demonstrates that it has grown in part by merging formerly independent associations into the local union. These independent associations are far smaller than Local 347, but nevertheless decided that they could unite their strength with other public workers in a much larger organization and still retain a degree of local control. There is no reason why the same cannot be true of Local 347 itself, which will be far larger in proportion to the new South Central regional local union than the independent associations were when

compared with Local 347 at the time they merged into Local 347. In addition, if our recommendations are adopted, Local 347, like other public sector locals, will have a seat at the table in drawing up the structure of the new regional locals.

If our recommendations are adopted, all existing SEIU public sector local unions in California except Locals 99, 1000, 1983, 2579, and the new SEIU-AFSCME joint childcare local union, will be consolidated into new local unions. This consolidation will include a substantial portion of the members of Locals 347, 415, 535, 614, 616, 620, 700, 715, 790, 817, 949, 998, 1280, 1292, 1997, 2028, and 4988. We agree with Sister Davis-Howard that it is vital to preserve in permanent form the proud history, achievements, cultures and traditions of these SEIU local unions. Accordingly, we recommend that the International Union establish a suitable archive or similar facility whose purpose will be to memorialize this history for the benefit of current and future SEIU members and activists.

b. Geographic Jurisdiction

With respect to the contested questions of geographic boundaries for the new locals, we recommend as follows. Jurisdiction for San Joaquin County should be awarded to the Northern regional local union. Although that county is sometimes considered a part of the Central Valley, San Joaquin County employees are currently represented by Local 790, and to move them to the North Central local would split the public sector workers currently represented by Local 790 into two regional local unions, because the bulk of the Local 790 membership will go into the Northern local union.

Similarly, we do not think it makes sense for Kern County to be placed in the South Central local union. To do so would divide the members currently represented by Local 700 into two regional local unions, given that Kings and Tulare counties are placed in the North Central local union. Moreover, Brother Wollesen and Chuck Waide, Local 700's Supervisor of Field Services, made a convincing case that SEIU's Kern County members have much more in common with the Central Valley counties to the north than they do with the Los Angeles basin to the south. Tr. 489-91, 504-06. Besides being geographically separated from Los Angeles by the Tehachapi range, Kern County and its workers share a common culture and political orientation with Central Valley counties like Tulare and Kings.

We also do not recommend splitting up the Tri-County area identified by Walt Hamilton, Executive Director of Local 620, and Sister Davis-Howard. The Tri-County area consists of Ventura, Santa Barbara, and San Luis Obispo counties. Tr. 134, 187. Brother Hamilton testified that there is a historical tie among these counties. The central labor council covering these counties is known as the Tri-County Central Labor Council. There are also close ties between this area and Los Angeles. Los Angeles-based Local 99 has assisted Local 998, the Ventura public local, with school district bargaining. Tr. 316. Local 998's IHSS providers are being serviced by Local 434B, also headquartered in Los Angeles, and have recently voted to join that local. In addition, Local 660, another Los Angeles-based union, assisted Local 998 by training organizers and assisting with collective bargaining. Tr. 344. On the other hand, we do not perceive a strong connection between Santa Barbara and the Central Valley counties. These are some of the factors that lead us to conclude that the coastal Tri-County area is more appropriately placed in the South Central regional local.

In addition, we are convinced that the South Central regional local should have jurisdiction for Orange County. Orange County forms an essentially unbroken greater metropolitan area with much of Los Angeles County. Except for a small strip to the south, it is surrounded by jurisdictions that will be in the South Central local (Los Angeles, San Bernardino and Riverside counties). Locals 347 and 660, both based in Los Angeles, already represent workers in Orange County. Former Orange County Local 787 merged into Local 660 and became Chapter 787 of Local 660, with an office in the county. Tr. 344. By contrast, Local 2028, which is seeking jurisdiction for Orange County, does not represent workers in the county and has no offices there.

Finally, we recommend that Regional Center employees be assigned to the regional public local where the employees work. The particular statewide concerns of these employees can be the subject of an industry council uniting similar workers across regional lines.

We therefore recommend the following geographic jurisdiction for these four local government local unions, together with the recommended mergers of public sector workers in existing locals into each new regional entity, as detailed below. The names we use here for the new locals are for purposes of this report only and we are not recommending that the IEB adopt these particular designations.

Northern Regional Public Sector Local: Jurisdiction for public sector workers in the counties of Del Norte, Siskiyou, Modoc, Humboldt, Trinity, Shasta, Lassen, Mendocino, Tehama, Plumas, Glenn, Butte, Sierra, Lake, Colusa, Sutter, Yuba, Nevada, Sonoma, Napa, Yolo, Sacramento, Placer, El Dorado, Amador, Marin, Solano, San Francisco, Contra Costa, Alameda, San Joaquin, and Calaveras. We recommend the merger into this new local of the

public sector units, excluding IHSS workers, of Locals 535 (Northern workers only), 614, 616, 707, 790, 949, 1280, 1292, and 4988. In addition, public employees represented by UHW and Local 790 who work for San Francisco International Airport should be merged into the Northern regional local.

North Central Regional Public Sector Local : Jurisdiction for public sector workers in the counties of San Mateo, Santa Cruz, Santa Clara, Santislaus, Alpine, Tuolumne, Mono, Monterey, San Benito, Merced, Mariposa, Madera, Fresno, Kings, Tulare, Inyo, and Kern. We recommend the merger into this new local of the public sector units, excluding those in district hospitals, of Locals 415 (also excluding IHSS workers), 535 (North Central workers only), 700, 715 (including IHSS workers), and 817 (also excluding IHSS workers).

South Central Regional Public Sector Local: Jurisdiction for public sector workers in the counties of San Luis Obispo, Santa Barbara, Ventura, Los Angeles, San Bernardino, Riverside, and Orange. We recommend the merger into this new local of the public sector units of Locals 347, 535 (South Central workers only), 620, 660 (excluding Los Angeles Office of Education employees), 998, and 1997 (excluding district hospital workers).

Southern Regional Public Sector Local: Jurisdiction for public sector workers in the counties of San Diego and Imperial. We recommend the merger into this new local of the public sector units of Locals 535 (Southern workers only) and 2028.

Many public sector locals and members voiced their desires for a process to allow member and leader input concerning the structure of the regional locals. We agree with these concerns, and accordingly we recommend that the International President appoint a broad-based member advisory committee on the public sector reorganization. The committee should be

charged with developing a proposed structure for the regional public local unions, as well as proposed industry councils that would operate across regional lines. The committee should develop a plan for transitional continuity and governance. The committee's work should be driven by the following set of core principles:

- Regional locals should have similar structures
- Structure must facilitate growth
- Structure should dramatically increase member participation
- Structure should enable the delivery of enhanced member services
- Implementation plan should provide for new leader and staff development

We recommend that the committee's work be concluded no later than six months and that a plan be submitted to the undersigned hearing officers for review and approval prior to submission to the International President by the end of 2006.

c. Jurisdiction for Public Healthcare Workers

We further recommend that the new regional public sector local unions have jurisdiction for public healthcare employees, including public hospital workers and public nursing home workers. We are not persuaded that it makes sense to divide workers of a single employer into multiple local unions. Such a course would run counter to the principle we have adhered to in countless jurisdictional matters of uniting workers of a single employer in a single union to build power for our members and to enable us to speak with one voice. The mixed results we have had in San Francisco and Alameda County with multiple unions representing employees of a single public employer further suggests that we need to try another approach. By eliminating

fragmented local union representation of employees of the same employer, we will be able to speak with one voice on behalf of our members at these facilities.

We are not convinced that stripping out public healthcare workers from multi-department county-wide bargaining units is achievable, practicable or desirable. In fact, legal and administrative constraints on fragmentation of bargaining units could make this a risky maneuver without clear benefits to the members.

We recognize the special mission of the public health sector. We think that the public sector regional unions will be in the best position to deal with county employers on the issues facing county public health workers. Many of these issues cut across departmental lines and affect other county workers as well. We want to see a structure that permits public health care workers to fully benefit from efforts made on behalf of other county workers, and also to make their own contributions toward winning higher standards for their brothers and sisters in other departments of local government.

We are also mindful of the Herculean task the Health Systems Division has given UHW: organizing over 40,000 private sector and healthcare district employees into SEIU. Accomplishing this far-reaching goal will require tremendous resources, focus, and dedication from UHW, and falls squarely within its core jurisdiction. No other SEIU local union in California is attempting to nor has the capacity to organize private sector healthcare workers. We think that UHW needs to concentrate on this primary goal, and that our recommendation regarding jurisdiction will help it do just that.

If our recommendation is adopted, new regional public sector locals will exercise jurisdiction for public healthcare workers within their respective geographies. This includes

public healthcare workers currently represented by existing public sector local unions, and workers currently represented by UHW at San Francisco General Hospital, Alameda County Medical Center (“ACMC”) (including the public acute and psychiatric hospital and clinics and public nursing home), and the Laguna Honda Hospital public nursing home. These units should be merged into the Northern regional public local. We suggest one exception to assignment of public health members to the regional public locals. UHW represents workers at Tuolumne General Hospital. No other SEIU local union represents workers at this hospital, and there was no testimony offered concerning this facility. The Public Services Division should gather information concerning Tuolumne to evaluate whether and how it fits in with the Division’s strategic goals. For the present, these workers should remain in UHW, subject to later review.

d. Public Sector Registered Nurses

Based on the testimony given by public sector registered nurses, we think RNs demonstrated a strong identification with the special, public mission of the public health care populations with whom they work, as well as an appreciation for the work of other healthcare workers and an understanding of the significant role registered nurses can play in a unified healthcare local union. We recommend that the new regional public sector locals have jurisdiction for the public sector registered nurses, just as current public sector local unions like Local 790 have jurisdiction for public sector registered nurses. We also recognize that RNs play a critical role in leading the public health care team. Accordingly, we make specific recommendations on RN structures both within and outside the new regional local unions.

We recommend that each regional local have dedicated staff to help coordinate and lead the nurse program work within the new public locals. Each regional local should also have a designated nurse leader with responsibility for overseeing the development and implementation of the nurse program within the local. We further recommend that each regional local representing RNs have proportional representation on the steering committee/leadership group of the Nurse Alliance of California. This will enable public sector RNs to have a strong voice in matters of legislation, policy, standards and bargaining that cut across regional lines. We think such representation will promote the RN identity within the public sector regional locals, including the occupational and professional issues of public sector RNs.

To ensure that public sector RNs have a significant role in the development of statewide initiatives of interest and benefit to the profession, we also recommend that two co-chairs of the Nurse Alliance of California be created, and that one co-chair be reserved for a representative of public sector RNs, and the other for a representative of private sector RNs. Due to the high density of public sector nurses in California and the critical role that California nurses play in leading on quality, patient care issues, we also recommend strengthening the public sector RN voice at the national level by adding an additional public sector RN representative to the national Nurse Alliance leadership group.

Further, we recommend that a representative of public sector registered nurses serve on the member advisory committee referenced below, so that registered nurses will have a role in the design of the regional public sector unions that will be created if our recommendations are approved.

e. **Ancillary Public Sector Jurisdiction**

In addition to their core jurisdictions, public sector local unions also represent employees of private sector employers, such as bookstores, contracted national park employees, and non-public airport workers (other than contracted airport workers and security personnel), that don't fall into any of the SEIU industry divisions. Locals 535 and 790 are examples of public local unions with such members. We recommend that the regional public sector unions retain jurisdiction for these ancillary units.

6. Jurisdiction for Private Non-Profit Agency Employees

Consistent with our recommendation that the new regional public services local unions absorb the jurisdiction for public sector workers from existing public sector local unions, we also recommend that the new regional locals have jurisdiction for employees of publicly-funded private non-profit agencies. Such agencies are prevalent in the delivery of services to developmentally disabled and mental health clients. The new regional local unions should also have jurisdiction for privately-funded non-profit agencies that deliver social services, such as Planned Parenthood and the Red Cross.

7. Jurisdiction for District Hospital Employees

The evidence regarding district hospitals demonstrated that they are a true hybrid. Although district hospitals are clearly public entities, they often behave like private sector hospitals. County government does play a role in the establishment and operation of district hospitals, but that role is limited. Some healthcare districts hire a private company or chain to manage the district hospital; other district hospitals are directly managed by elected boards. And

some even have a combination of public and private governance. To make matters even less clear, several hospitals have passed from private to public governance, or vice versa. District hospital workers confront many of the same challenges as other hospital workers, but this does not further the claims of either the public sector locals or UHW, because both represent, and will continue to represent, hospital workers.

We believe that the evidence does not warrant a blanket grant of jurisdiction to either public sector locals or UHW for organizing unorganized district hospitals. Instead, we recommend that UHW and the public sector locals share jurisdiction for the unorganized district hospitals, and that a case-by-case approach govern the award of specific organizing rights, with the right to organize a particular district hospital determined by division strategic growth goals in the area. We further recommend that proposals to organize particular district hospitals be submitted to the directors of both the Public Services Division and the Health Systems Division for approval. Any disagreement between the divisions regarding a grant of organizing rights with respect to a district hospital should be resolved by the International President.

Division strategic organizing imperatives are less significant with respect to El Camino district hospital in Santa Clara County and Hazel Hawkins district hospital in San Benito County, both district hospitals that have already been organized. While the case is a close one, we recommend that, on balance, the private-sector behavior of these two district hospitals argues for UHW to represent the members at El Camino and Hazel Hawkins, and that merger with UHW would strengthen the hand of these workers given their particular circumstances. As discussed above, workers at Alameda County Medical Center should be merged into the Northern regional public local.

8. Jurisdiction for School Employees

We agree with Local 99 and Local 535 that Local 99 is large enough to be a self-sustaining local union focused on the education sector. In addition, we recommend that Local 99 be granted jurisdiction for all education employees in the same geographic area covered by the recommended South Central regional public sector local, namely, Los Angeles, Ventura, Santa Barbara, San Luis Obispo, San Bernardino, Riverside, and Orange counties.¹²

We think that the particular statutes and policies governing education in California make a separate schools local feasible in Southern California. By "education employees," we mean Head Start, K-12, county office of education, and community college employees. With one exception (noted below), all such employees represented by current public sector local unions in the counties listed above should be merged into Local 99 as soon as feasible. These include employees of the Santa Monica school district and the Los Angeles County Office of Education currently represented by Local 660, Pleasant Valley School District workers in Local 998, and Ventura Community College members represented by Local 535. Due to legal restrictions on school employees and supervisors being in the same certified union, jurisdiction for LAUSD school supervisors represented by Local 347 should be transferred to the new South Central regional public local.

¹² In his post-hearing submission, Brother Lloyd requested jurisdiction for Kern County education employees. However, if our recommendations are adopted by the IEB, the South Central public local will not have jurisdiction for Kern County. Accordingly, Local 99 should not have jurisdiction for Kern County school employees. Rather, these employees should be in the jurisdiction of the North Central regional local.

9. Jurisdiction for Employees of the State of California and the California State University System

In contrast to the multiplicity of local unions representing local government workers, only one SEIU local union, Local 1000, represents employees of the State of California. Accordingly, we have no occasion at this time to recommend any changes. We note that Local 1000 needs to adhere to the 20% organizing budget mandate set forth in the SEIU Constitution and Bylaws. In this connection, Local 1000 should submit an organizing plan to the Public Services Division for approval.

Local 1000 is an affiliate of the California State Employees Association (“CSEA”) along with Local 2579, which represents classifications of non-faculty employees of the CSU system. The CSU system is governed by an independent Board of Trustees. Tr. 1119. At the hearing on CSU jurisdiction, Local 2579 President Pat Gantt requested jurisdiction for private sector employees of CSU foundations. Tr. 1115. Brother Gantt testified that there are nearly 35,000 employees working for 80 foundations throughout the CSU system. Half of the foundations are student-run, and those account for 7,500 employees. Fifteen hundred employees are performing work substantially similar to bargaining unit work being performed by CSU employees. Yet, only 70 foundation employees are currently represented.

We agree that it makes sense for Local 2579 to have jurisdiction for the CSU foundation employees, except for jurisdiction already granted to SWU, provided that Local 2579 develops and submits to the Public Services Division for approval a detailed plan for implementing the 20% organizing budget requirement. This plan should be submitted jointly by Local 2579 and

California Faculty Associates, Local 1983, the SEIU local union that represents CSU teaching faculty.

Both Local 1983 and Local 2579 represent CSU employees across the state. Some of the CSU campuses are far from urban centers. Accordingly, we recommend that these two CSU locals intensify their coordination and cooperation to the maximum extent possible. We recommend that, wherever possible, Locals 1983 and 2579 coordinate bargaining and share office space and staff. Ultimately, we think that these two locals, representing employees of the same employer, should voluntarily discuss maximizing coordination.

B. Jurisdiction for Long-Term Care Workers

1. Proposals for Long-Term Care Reorganization

a. The Statewide Model

According to the testimony of Brothers Kieffer and Barton on behalf of the Long-Term Care Division, local elected leaders in the Division from across the country have concluded that long-term care is a distinct industry within healthcare uniquely dependent on state Medicaid programs for funding. Tr. 1121-36, 1979-91. Therefore, the Division believes that the most logical geographical model for organizing and collective bargaining strength in the Long-Term Care Division is a single statewide local union for long-term care workers in each state.

Brothers Kieffer and Barton stressed that it is important to concentrate members' political power at the state level because the state Medicaid program is the most important funding stream for long-term care workers. They added that uniting all employees of statewide and national nursing home chains and homecare entities is best done in a single statewide local union. The

Division representatives emphasized that large scale organizing and bargaining campaigns require large scale resources, and that overcoming wage and benefits variations within a state is best accomplished by unified statewide approaches.

Brothers Kieffer and Barton explained that, in California, there are 90,000 unorganized nursing home workers, 70,000 unorganized home health care workers, and 46,000 unorganized employees of assisted living facilities and comprehensive care campuses. Uniting these 206,000 long-term care workers into SEIU will require focus, concentration, resources, and speaking with one voice.

The Division presentation highlighted SEIU's organizing successes among long-term care workers. Over the last decade, long-term care representation in California grew from less than 10,000 members to almost 240,000.¹³ Of these, Local 434B organized at least 107,000 and UHW organized at least 43,000. In 2005, SEIU organized 18,710 new long-term care workers in California. Local 434B organized 18,494 of those new members, and UHW organized 292. In 2005, Local 434B and the Division devoted considerable resources to achieve that result. Future organizing is tied to the private sector in nursing homes, homecare agencies and senior housing – sectors that are still subject to state politics.

Brothers Kieffer and Barton pointed out that the nursing home industry is a national and statewide industry. There are 1185 nursing homes in California. Twenty-two firms control 450 facilities and most operate in both Northern and Southern California. Multi-facility operators run 90% of the state's nursing home facilities. Many of the largest California operators are also the

¹³ This corrected figure was supplied in a post-hearing submission from the Division.

largest national companies that bargain with other SEIU locals in other states. SEIU bargains with most statewide operators at a statewide table.

The Division believes that nursing home membership growth requires a statewide strategy. SEIU is engaging in joint political work with a majority of the large chains to help the industry win more funding to enable raising standards for industry workers. Through such statewide efforts we have won organizing rights at 120 facilities, with 50 organized to date. Our work on accountability campaigns is statewide in scope. And Medi-Cal, the California Medicaid program, pays nursing home fees for 65% of all nursing homes residents.

In homecare, county-based strategies were initially important in organizing the industry and setting standards. However, today, county-based strategies are less important in organizing and contract bargaining, based on three factors: 1) Medicaid funding decisions are made in Sacramento, 2) IHSS public authorities are now mandated, and 3) all IHSS workers are organized. Between 1999 and 2004, our political successes in Sacramento have reduced the county share of IHSS funding from 66% to 17.5%, and increased the state share from 0 to 32.5%.

The Division explained that a county-based strategy will not address IHSS wage disparity across the state. The highest paid IHSS workers earn \$3.75 an hour more than the lowest paid IHSS workers for doing exactly the same work. Wage variations for nursing home CNAs is \$5.83 per hour. Yet Medicaid is the biggest funder for IHSS workers and nursing home workers, and is controlled in Sacramento. And wage standards for IHSS workers cannot be explained by the alignment of county bargaining. Whether or not the same local union represents IHSS providers and county employees, wage rates are determined by the poverty rate and local labor rates.

Brothers Kieffer and Barton asserted that the collective political strength of the union statewide is what is most important in addressing current and future challenges in homecare and nursing homes. These two facets of the industry are inextricably linked, according to the Division. They are part of the continuum of long-term care and share the same Medicaid funding source which is controlled at the state and federal levels. Brothers Kieffer and Barton asserted that battles for future growth in the industry must be fought at the state level, including defending the Medicaid program from repeated assaults by politicians, influencing state contracts with managed care organizations that contract with long-term care providers, and using our political strength to increase the pace of organizing in nursing homes and senior housing. According to the Division, for a local union to efficiently and effectively manage statewide issues and strategies, long-term care members should be its sole priority, providing a single voice representing long-term care members across the state.

Local 434B supports the concept of a single local union with jurisdiction for all long-term care workers in California. Tr. 1344-94, 2102-27. Local 434B President Tyrone Freeman testified that Local 434B understands the particular needs and concerns of long-term care workers because it represents only long-term care workers in California. Brother Freeman stressed that Local 434B is already a statewide union, representing nearly 180,000 long-term care workers in every geographic area of the state. Brother Freeman agreed with the Division testimony that a statewide strategy will be necessary as we move to address the needs of long-term care workers at the bargaining table and in Sacramento. He cited a 2002 court ruling that IHSS “is a comprehensive program, comprehensively regulated by the state.” He pointed out that SEJU local leaders representing homecare workers have endorsed a united strategy by signing the

California Homecare Council agreement providing for a unified approach to bargaining standards and legislative initiatives. Brother Freeman chairs the Council. He also detailed the many programs offered by Local 434B designed solely for long-term care workers, such as a scholarship program, a housing corporation, and various training programs.

In post-hearing submissions, Sister Jefferson, on behalf of Local 616, supported the statewide model advanced by the Long-Term Care Division and the Division's rationale for that model. Sister Jefferson concluded that only Local 434B, as the SEJU local union with the largest long-term care membership and a statewide presence, is in a position to carry out the statewide model. Local 616 stated that, in the event immediate consolidation of all long-term care members into Local 434B is not feasible, those IHSS workers in public sector local unions should be consolidated with Local 434B now, and UHW's long-term care units should be merged after a transition period. UHW and Locals 707, 817, 715, and 1280 opposed a statewide model that would unite all long-term care workers in Local 434B.

b. The North/South Model

On behalf of UHW, Brother Rosselli stated that, in principle, a single local union representing all healthcare workers, including long-term care employees, was the preferred model. Brother Rosselli argued that long-term care workers are healthcare workers, and therefore all California long-term care workers should be united in UHW. However, acknowledging the complexity of the issue, Brother Rosselli proposed that UHW be granted jurisdiction for all IHSS workers and nursing home workers in Northern California, and that Local 434B be granted jurisdiction for these workers in Southern California. Tr. 1256-64. UHW

further proposed that it be granted jurisdiction for all private sector homecare workers in the state.

In proposing a partnership between UHW and Local 434B, Brother Rosselli emphasized the successes realized by both local unions on behalf of long-term care workers. Brother Rosselli stressed that Local 434B and UHW were already working together in the nursing home sector with coordinated bargaining, political work, and organizing support, and in the homecare sector in the California Homecare Council and the California United Homecare Workers Union. He pointed out that, together, UHW and Local 434B have organized and represent the vast majority of unionized long-term care workers in California. Brother Rosselli further asserted that UHW and Local 434B have the resources, depth of industry knowledge and vision necessary to address the challenges of the future. He detailed UHW's plans to organize private sector home health workers, nursing home workers, and employees of senior living facilities. In a post-hearing submission, Brother Rosselli presented additional materials and arguments in favor of a UHW-434B partnership in the representation of convalescent workers. The North/South model was also endorsed by Local 817. Tr. 1184-85, 1195. Local 616 opposed the North/South model

c. The Public Sector Model

Several public sector locals advanced the proposition that all jurisdiction for homecare workers should be granted to the new public sector locals. Under this scenario, homecare workers represented by UHW and Local 434B would be assigned to the new regional locals, as would homecare workers currently represented by existing public sector locals. In addition, the regional public sector locals would have responsibility to organize the private sector non-hospital

owned homecare agencies. Ex. 34. In support of this approach, Sister Sermersheim, on behalf of Local 715, testified that counties continue to play an important role in the determination of wages and benefits for homecare workers. Tr. 1208-31. She argued that the county is the employer of record for both traditional county employees and IHSS workers. She maintained that counties contribute to the funding of IHSS programs, and that the county must pay 50% of the cost of raising IHSS workers' wages beyond \$10.50 per hour and healthcare benefits higher than \$.60 per hour, whereas the state pays zero. Sister Sermersheim pointed to the important gains made by public locals on behalf of homecare workers. She added that county unions have the political clout at the county level to increase standards for IHSS workers. Local 715 Vice President Christine Walters requested that, if the Local 715 IHSS workers could not stay in a public sector local, they preferred to merge with UHW. Tr. 1250.

Local 1280 Executive Director Art Grubel supported the public sector model in additional comments filed following the hearings. Brother Grubel stressed that, until the state takes over administration of the IHSS program, a county-by-county approach will yield more results for our IHSS members. He stated that, based on political obstacles to achieving state administration through legislation or the initiative process, and expected opposition from advocates for the elderly and the disabled, state administration of the homecare program is unlikely to be achieved anytime soon. Locals 415 and 707 also support the public sector model. Tr. 1204-08, 1325-32, 1343.

As an alternative, Brother Grubel identified what he termed a "modified status quo" approach. Under this concept, UHW and Local 434B would continue to represent homecare workers in the counties where they already have jurisdiction. The new regional public sector

locals would absorb homecare jurisdictions from the existing public sector unions currently representing homecare workers in each region. UHW and Locals 434B, 616 and 817 oppose the public sector union option.

2. Recommendations for Long-Term Care Workers

There is no doubt that the long-term care sector is a distinct industry. Institutionally, SEIU has recognized the unique attributes and requirements of this industry and its workers through the establishment of a Long-Term Care Division, separate from the Health Systems Division, which encompasses acute care and related facilities. The record persuasively demonstrates that the long-term care industry is characterized by state and national employers and that a statewide strategy is imperative if we are to effectively deal with the key industry players on behalf of current and future members. The record also establishes beyond dispute that all facets of the industry – homecare, skilled nursing care, and senior living – are linked as part of the continuum of supportive services for the infirm, with related workplace issues, employee skill sets, payer mixes and clients who go from one setting to another. We are convinced that, to raise standards for long-term care workers, a unified approach on the statewide level is the optimum choice. No other option has the prospect of successfully addressing the current county-by-county disparities that exists among California homecare workers. Along with the Division, Local 434B, the SEIU local union with the largest contingent of long-term care workers, agrees that uniting long-term care workers in one union makes the most sense. The North/South approach not only violates this concept; but, by the logic of UHW's single healthcare union model, the entire Southern California hospital membership of UHW would need to be moved to Local

434B. This would essentially undo the consolidation of Locals 399 and 250 that was just completed in 2005.

The county-based model of homecare work made sense when we were organizing the IHSS public authorities, and when county funding for IHSS providers was paramount. Now that all California IHSS workers are in unions, and state funding has become dominant, the county-by-county approach no longer meets the needs of our homecare membership.

SEIU locals have already taken steps in the direction of unifying our approach to the organization and representation of California long-term care workers. For example, as members of the Joint Organizing Partnership, Locals 707, 614, 1280 and 616 already pool their resources. In addition, through the California Homecare Council, local unions representing homecare workers coordinate bargaining strategies, uphold standards, determine policy goals, attempt to speak with one voice to coalition partners, and jointly plan legislative strategies. However, we need to go much further in unifying our efforts if we hope to realize our goals of organizing and lifting up all California long-term workers.

Accordingly, we think that, ideally, uniting long-term care workers in one union makes the most sense. We also believe that, to really win for long-term care workers, that local union should focus solely on the particular needs of those workers.

In proposing a structure for representation of long-term care workers, we are mindful of the principles enunciated by Sister Davis-Howard concerning the benefits of beginning anew with newly-chartered unions that can organize themselves along the most effective lines, irrespective of the old bureaucratic structures of our existing unions. Sister Davis-Howard's request that we recommend the creation of new local unions, rather than the merger of SEIU-

represented units into existing local unions, focused on the question of how we can best reorganize our public sector jurisdictions in California. However, we find her concerns equally applicable to the long-term care setting. We therefore recommend that a new local union be chartered to focus solely on our long-term care members.

We turn now to the question of the precise plan of consolidation for this new local union. Our recommendations are as follows: First, homecare workers currently represented by Local 434B and our existing public sector unions should be merged into the new long-term care local, with one exception.

The exception we recommend concerns the North Central regional local union. That proposed local has a large geography stretching from San Mateo, Santa Cruz and Monterey counties in the west to Mono and Inyo counties in the east, and from Stanislaus and Tuolumne counties in the north to Kern County in the south. The placement of all IHSS workers in this geography in a long-term care local would leave this local with the smallest membership base by far among the three regional locals with significant geographical sweep: according to the estimates of the International Union, the North Central regional local would have under 35,000 workers, compared with over 51,000 in the Northern region and 91,000 in the South Central region. The Southern region would have less than the North Central region, but the Southern region has a compact geography encompassing just two counties: San Diego and Imperial. We are concerned that, given the extensive territory to be covered and the increased number of collective bargaining agreements to be negotiated by the North Central local, the projected membership without homecare workers may not be sufficient to assure growth and representation at the levels we expect.

Accordingly, we recommend that, for the present, the IHSS workers currently in Local 715 be placed in the North Central regional local union, which would bring the anticipated membership in that local up to about 45,000. Based on these recommendations, the IHSS units in Locals 415, 434B, 614, 616, 707, 817, and 1280 should be merged into the new long-term care local union.

Second, the private nursing home units represented by Locals 434B and 2028 should be consolidated with this new long-term care local. Third, all private sector homecare workers represented by Local 434B should change their affiliation to the new long-term care local union. Fourth, Local 415's unit of Sunshine Villa workers should be merged into the new local. If this recommendation is adopted, we will have two local unions representing nursing home workers in the state: the new long-term care local union and UHW.

We further recommend that, for the present, UHW continue to represent its current private sector homecare workers, IHSS workers and nursing home workers. This recommendation is based on the large number of nursing home and IHSS workers currently represented by UHW and the difficulties that would be posed by removing these members from UHW.

If this recommendation is adopted, we will have three local unions representing homecare workers in the state: the North Central regional public local, the new long-term care local, and UHW. We recognize that this determination may not be the optimum solution in the long run. While three locals representing homecare workers is an improvement over the current fragmented structure, by its very nature this structure is not as compatible with the notion of speaking with one voice as a single long-term care local union would be. For this arrangement to

work well, the locals should closely coordinate their homecare activities within the California Homecare Council. The Long-Term Care Division should propose to the International President any changes in the structure of the Council which the Division deems advisable in light of the changed makeup of the Council resulting from our recommendations.

Our recommendation with regard to representation of private nursing home workers will, if adopted, result in two unions representing SEIU nursing home members: the new long-term care local and UHW. As with the recommended homecare representation model, this split representation approach is less conducive to speaking with one voice than would be the case with a unified structure. To address these concerns, we recommend that the Long-Term Care Division determine the appropriate vehicle to foster coordination and growth. One possible approach could be the creation of a unity council for private sector nursing home workers. Article VIII, Section 1(f) of the SEIU Constitution and Bylaws, adopted at the 2004 Convention, empowers the International President to require coordinated bargaining and contains new language authorizing industry divisions to propose to the International President structures, procedures and financing for coordinated bargaining.

The homecare council and any structure developed for coordination of our efforts on behalf of nursing home workers should take the lead in advancing coordinated bargaining, legislative, and political goals for SEIU's California long-term care members. We recommend that the locals with nursing home and long-term members be part of the appropriate council or other body and be required to abide by decisions and participate in programs of these vehicles of coordination.

Rather than recommending a grant of exclusive jurisdiction to the new long-term care local, UHW, or the North Central public sector local, we propose that authorization to organize long-term care facilities be determined by the Division, subject to approval by the International President. These determinations should be based on the locals' organizing strategies and the ability to win higher standards for our long-term care members in a given location. We recommend that, pending issuance of the Division's organizing plan for California long-term care workers, local unions be required to submit specific organizing proposals to the Division for approval, and that all organizing proceed in the name of the International Union.

We further recommend that the effectiveness of this reorganization be evaluated by the Division in the future to determine what changes may be warranted. The Division's analysis should focus on the success of the existing model in 1) helping to raise standards for homecare workers 2) helping to organize the long-term care industry, broadly defined, and 3) permitting UHW and the North Central regional public local to organize their core jurisdictions of private sector healthcare workers and public sector workers, respectively.

Consistent with our recommendations for public sector jurisdiction, we recommend a process for development of the structure of the new long-term care local. Accordingly, we recommend that the International President appoint a member advisory committee on long-term care reorganization. The committee should be charged with developing a proposed structure for the new long-term care local. The committee should develop a plan for transitional continuity and governance. The committee's work should be driven by the following set of core principles:

- Structure must facilitate growth
- Structure should dramatically increase member participation

- Structure should enable the delivery of enhanced member services
- Implementation plan should provide for new leader and staff development

We recommend that the committee's work be concluded no later than six months and that a plan be submitted to the undersigned hearing officers for review and approval prior to submission to the International President by the end of 2006.

C. Jurisdiction for Private Hospital Workers Represented by Public Locals

Local 4988's private hospital units are in chains whose employees elsewhere in the state are represented by UHW. UHW plainly has the expertise, leverage and chain-wide strategies to win for these workers. Local 4988 requested that its relationship with Local 790 remain unchanged. However, if our recommendations are approved, Local 790 will be merged into a new regional local union. Accordingly, we recommend that Local 4988's private sector healthcare units merge into UHW. In addition, the affiliation of private healthcare units represented by Locals 707, 715, and 2028 should be changed to UHW as soon as feasible.

Local 121RN, which represents about 7000 private sector nurses and professionals in Southern California, seeks jurisdiction for Kaiser nurses and professionals in Southern California currently represented by Local 535. Tr. 1992-96. However, not all of Local 535's Kaiser units are in Southern California, and one is a unit of technical employees. We therefore recommend that Local 535's Kaiser units be merged into UHW as soon as feasible. UHW already represents SEIU members in the Kaiser system and is the principal SEIU local union in the Kaiser bargaining council. As such, it is the logical local union to exercise jurisdiction for these Kaiser employees.

D. Jurisdiction for Property Services Division Members

On behalf of the Property Services Division, Brother Iny described the trend across SEIU toward consolidation of smaller local unions into larger unions focused solely on property services members. In New York City, Locals 32E, 531, 54 and 2 merged into Local 32BJ in March 2001. In 2005, Local 36 (Philadelphia) merged into Local 32BJ. And in 2006, Local 82 (Washington, D.C.) united with Local 32BJ. Working together in New York City has recently led to displaced worker protection, card check and neutrality for Brooklyn waterfront redevelopment, coordinated bargaining and the maintenance of fully paid health insurance for New York City members, and growing the union by 4,000 including suburban markets like New Jersey. In Chicago, Locals 25, 73 and 236 merged into Local 1 in 1999. In 2002, Local 1 merged with Local 50 (St. Louis), Local 96 (Kansas City), and the property services part of Local 150 (Wisconsin). Working together in Chicago has recently led to health insurance for suburban and contracted public sector security, and organization and increased standards for suburban contracted school janitors, helping to raise standards for public sector cleaners. In addition, property services members in Local 79 (Detroit), Locals 508 and 585 (Pennsylvania), and Locals 47 and 85 (Cleveland) have united in Local 3, a tri-state property services local.

Mike Garcia, President of Local 1877, testified that we are not at the point yet in California of being able to unite all property services workers in a single local union. Instead, as the next step toward uniting California property services workers, Brother Garcia and the Division proposed the creation of a California Property Services Council to bring together all California property services local unions to facilitate coordinated bargaining, help plan and implement strategic organizing campaigns, and enhance communications among local unions

representing similar employees. Local 265 supported this proposal. We agree that a California Property Services Council makes sense, and recommend that, pursuant the Division's recommendation and the International President's authority under Article VIII, Section 1(f) of the SEIU Constitution and Bylaws, such a Council be created with sufficient resources to carry out these objectives. The Council should be organized along industry sector lines so that the concerns and needs of the different occupational and employer-based groups within the Property Services Division can be addressed by leaders and members in those groups.

We recommend that the International President adopt the following plan recommended by the Division. Within six months of the IEB's decision in this matter, the locals, together with property services units from other locals, should confer and agree to a structure and plan of action for the Council. This plan should be submitted to the undersigned hearing officers by the end of 2006 for approval and submission to the International President. We recommend that Locals 1877, 24/7, 265, 280, the Los Angeles security local, and the private university group be required to participate in the Council.

As noted above, Local 2028 has an amusement division that includes stadium and arena employees, theater and convention center workers. These workers should be in a Property Services Division local union. Accordingly, we recommend that these units be consolidated with Local 1877 as soon as feasible.

In the higher education sector, the Property Services Division has members (in-house and contracted) at dozens of colleges and universities around the country. Examples are Harvard, USC, Stanford, New York University, and the University of Chicago. In California, Local 1877

also represents workers at the University of San Francisco, UC Davis, UC Berkeley, UC Irvine, Cal State Sacramento, and San Jose State.

At the hearings and in post-hearing submissions, the United Stanford Workers chapter of Local 715 proposed two alternative jurisdictional arrangements for workers at Stanford and Santa Clara universities. First, the chapter proposed that a charter be issued to a new local union covering those two universities with jurisdiction to organize university workers throughout the state. In the alternative, the chapter suggested that the Stanford workers be united with UHW, which is servicing the Stanford and Lucile Packard Hospitals and which, if this report is approved by the IEB, will soon be granted jurisdiction for the employees of those facilities. The chapter's requests were based in part on the feeling of those testifying that university workers were not part of the core jurisdiction of SEIU and did not fit into neatly into any of the division-based local unions.

Although there have been unification discussions between representatives of the Stanford chapter and Local 1877, it appears to us that an interim step toward eventual merger should be the chartering of a new local union with jurisdiction for workers employed by Stanford and Santa Clara universities. We recommend that this new local be required to participate in the Property Services Council and the development of its structure and plans, and to abide by the Council's requirements. The Council should create a higher education division that will focus resources on organizing and winning higher standards for higher education workers.

With respect to SEIU's racetrack members, testimony from Local 280 President Richard Castro made it clear that SEIU and UNITE-HERE are currently in discussions to unite SEIU's racetrack members with the gaming industry workers represented by UNITE-HERE. We agree

that UNITE-HERE is the logical place for SEIU's racetrack members. Until these discussions are completed and the racetrack members change their affiliation to UNITE-HERE, we recommend that they be housed in their current local unions (Locals 2028, 1877 and 280), participate in the Property Services Council, and abide by the Council's requirements. In the event that the change in affiliation to UNITE-HERE takes longer than anticipated, Local 2028's racetrack workers should be merged into Local 1877.

We recommend that Local 1877 have jurisdiction for subcontracted San Francisco International Airport ("SFO") employees and such workers represented by other locals should be merged into Local 1877. Any remaining employees located at SFO, whether employed by the airport directly or by ancillary employers located there, should be assigned to the Northern public local.

California cemetery workers in SEIU are spread among five local unions. Cemetery workers form a recognized occupational group within the Property Services Division. The current fragmentation of cemetery worker representation is antithetical to the New Strength Unity approach of uniting workers with similar jobs in single union. Consolidating the power of cemetery workers will give us the opportunity to organize the many non-union cemetery and country club operations identified by Local 265 in its extensive post-hearing submission.

The first step toward uniting cemetery workers will be to reduce the number of locals representing workers in the field. Accordingly, we recommend that all private sector cemetery workers in Locals 1877, 535 and 715 be merged into Local 265, which represents cemetery and country club workers exclusively. Local 265 should also be granted jurisdiction for unorganized private sector cemetery workers and green attendants. Jurisdiction for public sector cemetery

workers currently represented by Locals 700 and 715 should be awarded to the North Central regional public local.¹⁴ Local 265 should participate in the Property Services Division Council and abide by its requirements.

E. Jurisdiction for Multiservice Workers

Local 715 represents approximately 200 employees of Bon Appetit/Compass, a food service company, in two bargaining units at Stanford and Santa Clara universities. We recommend that Service Workers United, a union of multiservice workers jointly affiliated with SEIU and UNITE-HERE, have jurisdiction for these workers. Our recommendation is consistent with the testimony of Sister Sermersheim.

VII. Further Recommendations and Implementation

We believe we should reorganize ourselves to enable SEIU in California to grow, to exercise enhanced political and bargaining power, and thereby win higher standards for our members. Accordingly, we further recommend that the jurisdictions of our California local unions be reviewed in the near future. The yardstick for measuring the success of the jurisdictional models we are recommending today should be growth and higher standards. As part of this review, locals should be held accountable for fulfilling SEIU's organizing mandate. In this connection, we think that the International President should immediately appoint a

¹⁴ Local 700 represents workers at two district cemeteries in Bakersfield, whose employees are considered public employees; Local 715 represents employees at one public sector and one private sector cemetery.

California area-wide public sector organizing director, with responsibilities across local union lines, to work with our California public locals on their growth strategies during the implementation of the IEB's decision. The organizing director should also work with the other division locals and the International organizing leadership to best coordinate all division growth plans in California.

If our recommendations are adopted, we will have created powerful local unions able to focus significant resources on organizing, bargaining, and politics. Existing structures within which much of our California political work is currently done will need to be re-examined. That re-examination should take place immediately following the submission of the public sector, property services, and long-term care structure and implementation plans, with a view to instituting a new political program structure in California as soon as possible after the submission of the plans. Accordingly, we further recommend that, nine months from the date of the IEB's decision in this matter, the charter of the California State Council be revoked and a new State Council constitution be developed and approved by the new array of locals and the International Union. Then, the State Council should be re-chartered.

We recognize, and we ask the California leaders of our local unions to recognize, that establishing this or any jurisdictional framework is simply a first step toward energizing our organizing programs, changing workers' lives, strengthening our political action, enhancing member mobilization, and generally unleashing the power of SEIU, its members, and coalition partners. For our work in California to succeed the way we want it to, local leaders in the state must step up to the plate and come to agreement on a common agenda. We hope that, by leaving

behind the local structures and jurisdictions of the past, California's SEIU leaders will have a clear path to forging common ground, unencumbered by past disagreements.

We also agree with the many statements made during the hearings that the reorganization should include a process for membership voting. We recommend that a vote take place on proposed changes in members' affiliation. Although a membership vote on jurisdictional changes is not required by the SEIU Constitution and Bylaws, which vests the International Executive Board with the authority to determine jurisdiction, we think a vote on member movement into new local unions would be appropriate. We recommend that such a vote take place after the IEB's decision in this matter. We further recommend that the International Union implement a program of education and outreach to members concerning all facets of the reorganization plan. This program should allow members the opportunity to learn about the reorganization plan, make comments, ask questions, and register concerns.

We recommend that the International President issue a timetable and rules governing the vote at the appropriate time. Those rules should deal with the voting method, eligibility issues, approval requirements, and related matters. While we think it would be inappropriate for the hearing officers to attempt to settle all of those details in this report, we do recommend that, based on the comprehensive scope of the reorganization we propose today, a pooled vote among affected members is needed of locals. By "affected members," we mean members whose local union affiliation will change if our recommendations are adopted. We have attached a list of membership groups by local eligible to vote under this proposal. A piecemeal approach, either unit by unit or local by local, would be incompatible with our interrelated jurisdictional recommendations. For example, with respect to the proposed regional locals, the approval or

disapproval by a single local or series of units could alter the relative balance among the locals that we seek to achieve with these recommendations. Similarly, inconsistent outcomes among locals could leave members outside of all existing or proposed local unions.

In addition, we recommend two additional voting processes for members who change their affiliation to newly-chartered locals. We believe these members should vote on any new permanent constitutions and bylaws for their locals that may be developed and proposed. Members should also vote on regular officers of new locals once the provisional periods for these locals have concluded. The International President should determine the appropriate schedule for such votes.

As we noted above, our phenomenal growth over the past decade has been no accident. Rather, we think it is in part the result of the decisions made by SEIU Conventions to reorganize our union to maximize opportunities for growth and raising standards for members. Our Policy on Jurisdiction was approved by the 2000 Convention to guide that reorganization, and has been implemented in a number of reorganizations across the nation. Our recommendations today flow directly from that Policy. We believe that our recommendations are the right approach for our members and for SEIU in California. It is vital that our California local unions fully cooperate in the implementation of any IEB decision on California jurisdiction. Accordingly, we recommend that, in implementing the IEB's decision in this matter, the International President be guided by policies adopted for implementing previous IEB decisions concerning local union jurisdiction.

We further recommend that the Secretary-Treasurer or her designee oversee the implementation of the IEB's decision in this matter. Finally, we recommend that the undersigned hearing officers retain jurisdiction in these proceedings to resolve disputes arising from this

report and recommendations, to review and approve structures and plans presented by the member advisory committees for the new regional public locals, the new statewide long-term care local, and the property services council, and to review the California jurisdictional arrangements in the near future.

IX. Summary and Conclusion

In the public sector, we recommend the chartering of four new public sector local unions with jurisdiction for public services members in the state on a geographic basis. Existing public sector local unions should be merged into the new locals, based on geography, as detailed herein. The International Union should create an archive to preserve the history and achievements of our current California public sector locals. A broad-based member advisory committee should be established to propose a structure for the new local unions and a plan for continuity during the transition. The member advisory committee proposals should be submitted to the hearing officers for approval and submission to the International President by December 31, 2006. The new regional public locals should have jurisdiction for public sector healthcare workers. Public healthcare units currently represented by UHW should be merged into the appropriate regional public sector local, except for UHW's unit at Tuolumne General Hospital. The regional public locals should also assume the jurisdiction for private non-profit agencies, and for ancillary units that the current public sector units already represent.

The regional public sector locals should also have jurisdiction for public sector RNs. Each regional local should have dedicated staff for the RN program and proportional representation on the steering committee of the Nurse Alliance of California. In addition, public

and private sector RN co-chair positions should be created to head the Nurse Alliance of California. Further, a public RN representative position should be added in the national Nurse Alliance leadership group. Public RNs should have representation on the membership advisory committee for the public sector locals.

Jurisdiction for unorganized district hospitals should be shared by the new regional public sector locals and UHW. Authority to organize a specific facility should be granted based on the importance of the hospital to the division's strategic organizing plan. Organized units at El Camino and Hazel Hawkins district hospitals should be merged into UHW.

Local 99 should be awarded jurisdiction for all school employees in the same geographical area as that assigned to South Central regional local union. School employee units in existing public sector locals in this territory should be merged into Local 99. Jurisdiction for LAUSD school supervisors should be granted to the South Central regional public sector local.

A new statewide long-term care local union should be chartered. Local 434B and IHSS units in Locals 415, 614, 616, 707, 817, and 1280 should be merged into this new local. IHSS workers currently represented by Local 715 should be assigned to the North Central regional public local. UHW should retain the IHSS workers it currently represents.

The private nursing home unit represented by Local 2028 should be merged into the new long-term care local. UHW should retain the private sector homecare workers and private sector nursing home workers it currently represents. The Long-Term Care Division should recommend the appropriate vehicle for achieving coordination and growth in the private nursing home sector. The Division should grant authority to organize long-term care facilities based on local union strategic objectives and opportunities to raise standards for long-term care workers. In the future,

the Division should review the current long-term care representational arrangements and propose changes if warranted. A broad-based member advisory committee should be established. The committee's report should be submitted to the hearing officers by December 31, 2006.

Private sector hospital units currently represented by Locals 535, 707, 715, and 2028 should be merged into UHW.

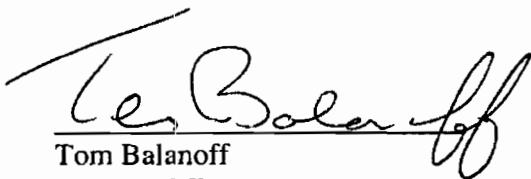
The International President should adopt the recommendation of the Property Services Division to create a California Property Services Council, and a member advisory committee should make a proposal to the hearing officers on the Council's structure and activities by December 31, 2006. Local 2028's amusement division should be merged into Local 1877. A new local union should be granted jurisdiction for the private university units at Stanford and Santa Clara universities. This new local should be required to participate in the Property Services Council and abide by its decisions. A higher education division should be created within the Council to promote the interests of our higher education members. Racetrack workers should continue to be housed in their current local unions until arrangements for their change of affiliation to UNITE-HERE can be completed. Private sector cemetery workers should be merged into Local 265, which should be granted jurisdiction for all such workers and greens attendants in California. Jurisdiction for public sector cemetery workers should be awarded to the North Central public local. Local 715's unit of multiservice workers should be merged into Service Workers United.

California public sector jurisdiction should be reviewed in the near future based on growth and standards. The charter of the California State Council should be revoked within nine months of the date of the IEB's decision so that a new structure based on the reorganized local

union jurisdictions can be established and a new charter issued. A pooled vote of affected members should take place regarding members' changes of local union affiliations, pursuant to a timetable and rules issued by the International President. The hearing officers should retain jurisdiction to resolve disputes and review and approve structures and plans proposed by member advisory committees. A statewide public sector organizing director position should be established during the transitional period. Finally, the Secretary-Treasurer or her designee should oversee implementation of the IEB's decision.

Respectfully submitted,


Alice Dale
Hearing Officer


Tom Balanoff
Hearing Officer

Dated: June 9, 2006

VOTER ELIGIBILITY

CALIFORNIA MEMBERSHIP AFFILIATION CHANGES

Members in units whose local union affiliation will change pursuant to the IEB decision may vote.

ELIGIBLE:

- All members of Locals 347, 415, 434B, 535, 614, 616, 620, 660, 700, 707, 715, 790, 817, 949, 998, 1280, 1292, 1997, 2028, and 4988
- All public hospital members and other public sector members of UHW, except UHW members at Tuolumne General Hospital
- All cemetery worker members of Local 1877

EXHIBIT U

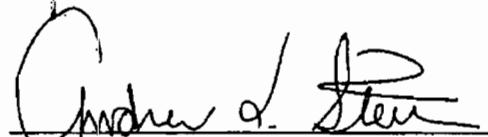


ORDER OF REORGANIZATION

**TO: All Officers and Members of Locals 265, 521, 715, 2007,
SWU, and UHW, California, Service Employees
International Union, CtW, CLC**

By virtue of the authority contained in the Constitution and Bylaws of the Service Employees International Union, and consistent with the June 2006 International Executive Board decision on California local union jurisdiction and the vote of the members, I direct that all workers represented by SEIU Local 715 (except for Santa Clara University and Stanford University workers, El Camino Hospital and Stanford/Lucille Packard Hospital workers, Bon Appetit/Compass workers, and Santa Clara Mission Cemetery workers), be and are hereby, reorganized into SEIU Local 521, that all Santa Clara University and Stanford University workers be, and are hereby, reorganized into SEIU Local 2007, that all El Camino Hospital and Stanford/Lucille Packard Hospital workers be, and are hereby, reorganized into SEIU Local UHW, that Bon Appetit/Compass workers be, and are hereby reorganized into SEIU UNITE-HERE Service Workers United, and that all Santa Clara Mission Cemetery workers be, and are hereby, reorganized into SEIU Local 265, effective January 2, 2007, or as soon thereafter as practicable.

Dated: January 2, 2007



Andrew L. Stern
International President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington DC 20036

202.730.7000
TDD: 202.730.7481
www.SEIU.org

• 4944-900H

EXHIBIT V



June 8, 2007

Mr. Bruce Smith
1598 Hillmont Avenue
San Jose, CA 95127

ANDREW L. STERN
International President

ANNA BURGER
International Secretary-Treasurer

MARY KAY HENRY
Executive Vice President

GERRY HUDSON
Executive Vice President

ELISEO MEDINA
Executive Vice President

TOM WOODRUFF
Executive Vice President

Re: Appointment as Trustee of SEIU Local 715

Dear Brother Smith:

This is to inform you that, pursuant to the authority vested in me by Article VIII, Section 7, of the International Constitution and Bylaws, I have appointed you as Trustee to take charge and control of the affairs of Service Employees International Union, Local 715, effective immediately.

I have enclosed the Order of Trusteeship, which should be posted immediately in the Local Union headquarters and in such other places as would best inform the membership of the imposition of Trusteeship.

In the performance of your duties, you must comply fully with the provisions of the International Constitution and Bylaws and the provisions of Title III of the Labor Management Reporting and Disclosure Act ("LMRDA"), 29 U.S.C. §§ 461-466.

The office of the International Secretary-Treasurer will bond you in your new capacity as Trustee of the Local Union, effective as of the date of the imposition of the Trusteeship. Please note that anyone else who handles the funds or property of the Local Union must also be bonded in accordance with the requirements of the LMRDA.

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington DC 20036

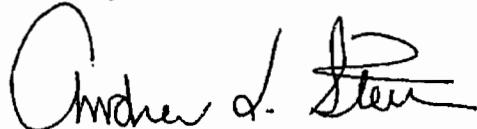
202.730.7000
TDD: 202.730.7481
www.SEIU.org

4944-POOH

Mr. Bruce Smith
June 8, 2007
Page 2

As Trustee, you are not to obligate the International Union for the payment of any bills or debts, past or future. This includes, but is not limited to, fees for lawyers, accountants, statisticians, economists, or similar professional personnel. If special circumstances arise requiring protection of the interests of the International Union, as distinguished from the interests of the Local Union, and in that connection the services of attorneys or other professionals are needed, you shall not retain any such persons or incur any indebtedness without my permission or the permission of a person authorized to act in my behalf. If you have any questions concerning your duties as Trustee, please contact this office.

In unity,

A handwritten signature in black ink, appearing to read "Andrew L. Stern".

Andrew L. Stern
International President

Enclosures

cc. Anna Burger, International Secretary-Treasurer
John Ronches, Assistant to International Secretary-Treasurer
JJ Johnston, Area Director

EXHIBIT W

SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC

**In the Matter of the Trusteeship)
Imposed on Service Employees)
International Union, Local 715)
)**

**Marc Earls
Hearing Officer**

**REPORT AND RECOMMENDATION
TO THE INTERNATIONAL EXECUTIVE BOARD**

PROCEDURAL BACKGROUND

I was appointed by the International Executive Board (“IEB”) of the Service Employees International Union (“SEIU” or “International Union”) to serve as hearing officer on the question whether an emergency trusteeship imposed on Service Employees International Union, Local 715, was properly implemented and should be continued. On June, 8, 2007, International President Andrew L. Stern issued an order imposing a trusteeship on Local 715 (Exhibit 2). In the order, President Stern stated that he had received a request from the officers and Executive Board of Local 715 for the imposition of an emergency trusteeship over Local 715 due to grave concerns of the Local 715 leadership about the ability of Local 715 to carry out its collective bargaining responsibilities and defend its status as collective bargaining representative of employees for whom Local 715 is the collective bargaining agent. President Stern appointed Bruce W. “Rusty” Smith, former Training Director and Senior Field Representation of SEIU Local 715, as Trustee to take charge of the affairs of the local. The trusteeship was imposed effective June 8, 2007. President Stern’s order and my appointment by the International Executive Board were pursuant to the provisions of Article VIII, Section 7 of the SEIU Constitution and Bylaws (Exhibit 3).

On July 12, 2007, a hearing on the trusteeship was noticed for July 24, 2007 (Exhibit 1). The notice was provided to Local 715 members and former officers. The hearing commenced at 4:30 p.m. on July 24, 2007, at the local union office in Redwood City, California, and was attended by Trustee Smith and members of Local 715. Brother Smith gave testimony and entered two exhibits into evidence. I kept the record open until July 31, 2007, for the submission of additional materials.

FINDINGS

None of the relevant facts are in dispute. In the spring of 2006, hearing officers appointed by the SEIU International Executive Board held hearings throughout California concerning local union jurisdiction, including possible merger and consolidation, for public service employees and property services workers among others. On June 9, 2006, the hearing officers issued a Joint Report and Recommendations concerning local union jurisdiction in California, which recommended extensive reorganization of SEIU local unions in California. On June 10, 2006, the International Executive Board approved the hearing officers' Joint Report and Recommendations, including the recommendation of a membership vote on the proposed changes in California members' affiliation (Exhibit 4). On August 21, 2006, President Stern directed that a vote of the affected California membership take place. The vote was held and the ballots were counted on October 6, 2006. The membership approved the reorganization plan.

Pursuant to the approved reorganization plan, public sector and publicly-funded workers in California are being reorganized into four newly-created regional public sector locals, based on geography: Local 221, for locals in the Southern Region of California, Local 521, for locals in

the Central Northern Region, Local 721, for locals in the Central Southern Region, and Local 1021, for locals in the Northern Region.

Under the reorganization plan, with a few exceptions, members of Local 715 are being reorganized into Local 521, the Central Northern regional public local. Two of the exceptions are that Local 715 members employed by Santa Clara University and Stanford University (including members in a separate bargaining unit at the power generating facility at Stanford University) are to be reorganized into a new university local, and that Local 715 members employed by El Camino Hospital and Stanford and Lucille Packard Hospitals are to be reorganized into SEIU United Healthcare Workers – West (UHW).

On January 2, 2007, SEIU chartered the new regional California public locals, and President Stern issued orders implementing the reorganization of all affected California members into their new locals. After President Stern issued the reorganization order concerning Local 715, Local 715 began the process of reorganizing its members into their respective new unions and, for the most part, the reorganization process has gone smoothly. By the late spring of 2007, a significant majority of the Local 715 membership had been successfully reorganized into Local 521. However, there are still a number of Local 715 members who have not yet been reorganized into their new local unions, including the employees of Stanford Hospital and Clinics/Lucille Packard Hospital, El Camino Hospital, Stanford University, and Santa Clara University. There are approximately 3,500-4,000 members of SEIU Local 715 in seven jurisdictions who remain members of Local 715, and the Local still maintains a treasury.

The shift of a significant percentage of the Local 715 membership to Local 521 has resulted in the shift of the resources associated with those members to Local 521, which has hampered the ability of Local 715 to continue carrying out its collective bargaining

responsibilities with regard to the remaining Local 715 members who have not yet been reorganized and to defend its status as the collective bargaining agent of these members.

In addition to the challenges posed by the shift in resources, the process of reorganizing the remaining Local 715 members into their new unions has been openly thwarted and undermined by at least one employer. Since May 30, 2007, Stanford Hospital and Clinics has taken the position that Local 715 no longer exists, it has refused to recognize UHW as Local 715's servicing agent, and it has prevented UHW staff from having access to Local 715 members on Hospital premises, making it exceedingly difficult for UHW to service these members, as it is obligated to do under the servicing agreement between Local 715 and UHW. The evidence establishes that Stanford Hospital is manipulating the transition period to thwart Local 715's status as collective bargaining agent, thereby threatening the collectively-bargained rights of Local 715 members at Stanford Hospital and Clinics.

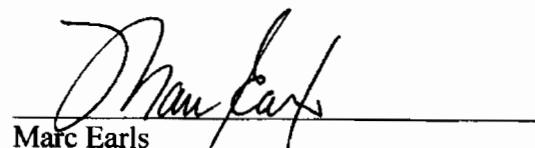
Based on the factors detailed above, on June 4, 2007, Kristina M. Sermersheim, Executive Secretary of Local 715, acting on behalf of the officers and Board of Directors of Local 715, and upon a unanimous vote of the Local 715 Executive Board, requested that President Stern impose an emergency trusteeship on Local 715 (Exhibit 5). President Stern granted Local 715's request and placed Local 715 into trusteeship on June 8, 2007.

RECOMMENDATION

It is plain that the trusteeship imposed by President Stern over Local 715 was properly imposed. The Local continues to have collective bargaining responsibilities and must continue to manage its resources, even as members and resources are shifted to other SEIU local unions. The Local was having serious difficulty protecting the collectively bargained rights of its

remaining members given its dwindling membership base and the concerted efforts of one key employer to undermine Local 715 status as collective bargaining agent. Accordingly, I recommend that the trusteeship be continued in order to assure Local 715's performance of its collective bargaining responsibilities. The approximately 4,000 remaining Local 715 members deserve full representation during this transition process. The trustee should do his utmost to assure the reorganization of remaining Local 715 members pursuant to the IEB's June 2006 reorganization decision, in a manner that protects the collectively bargained rights of these members.

Respectfully submitted,



Marc Earls
Hearing Officer

Dated: August 13, 2007

EXHIBIT X



August 23, 2007

Bruce W. ("Rusty") Smith, Trustee
SEIU Local 715
2302 Zanker Rd
San Jose, CA 95134

Dear Brother Smith:

On August 13, 2007, Hearing Officer Marc Earls submitted his report and recommendation to the International Executive Board on the Emergency Trusteeship imposed upon SEIU Local 715. The International Executive Board reviewed the report and recommendation and adopted the report and recommendation in its entirety. A copy of the report and recommendation is enclosed.

In unity,

Anna Burger
Anna Burger
International Secretary-Treasurer

Enclosure

cc: Andrew L. Stern, International President
Marc Earls, Hearing Officer
Kristy Sermersheim, International Vice President
John Ronches, Assistant to the International Secretary-Treasurer
J.J. Johnston, Jr., Area Director
Former SEIU Local 715 Officers and Executive Board Members

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington DC 20036

202.730.7000
TDD: 202.898.3481

www.SEIU.org

• 4836-900H

EXHIBIT Y

U.S. Department of Labor
Office of Labor-Management
Standards
Washington, DC 20210

FORM LM-15

TRUSTEESHIP REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2009

For Official Use
Only

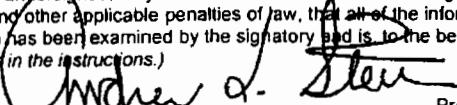
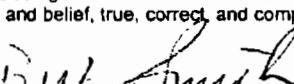
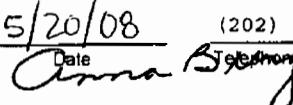
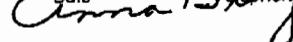
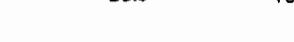
This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 461.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number of Labor Organization Held in Trusteeship 513-588	2. Type of Report Initial (complete pages 1 through 4.) <input checked="" type="checkbox"/> Semiannual for period ending (Complete pages 1 and 2 only.)	3. Date Trusteeship Established 12 / 8 / 2007
4. Labor Organization Held in Trusteeship Affiliation or Organization Name Service Employees International Union Designation LU - Local Union Designation Number 715 Unit Name (if any)		
P.O. Box, Bldg. and Room No., if any Number and Street 2302 Zanker Road City San Jose State California ZIP Code + 4 95134		
5. Labor Organization Imposing the Trusteeship Name Service Employees International Union File Number 000-137 P.O. Box, Building and Room Number, if any Number and Street 1800 Massachusetts Avenue, NW City Washington State District of Columbia ZIP Code + 4 20036		
6. List the article(s) and section(s) of the constitution which specifically authorize imposition of the trusteeship: Article VIII, Sections 7(a) and 7(f).		

Signatures

Each of the undersigned, duly authorized officials of the labor organization imposing the trusteeship over the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)

24. Signed  Other (Specify) International President	26. Signed  President (if other title, see instructions.)	Trustee (if other title, see instructions.)
On 5/20/08 Date  (202) 730-7000 Telephone Number	On 05/19/08 Date (408) 954-1538 Telephone Number	
25. Signed  Other (Specify) International Secretary-Treasurer	Treasurer (if other title, see instructions.)	27. Signed  Trustee (if other title, see instructions.)
On 5/20/08 Date (202) 730-7000 Telephone Number	On Date Telephone Number	On Date Telephone Number

Name of Labor Organization Held in Trusteeship Service Employees International Union	File Number 513-588
---	----------------------------

7. Check the reason(s) for establishing or continuing the trusteeship:

- a. To correct corruption or financial malpractice.
- b. To assure the performance of collective bargaining agreements or other duties of a bargaining representative.
- c. To restore democratic procedures.
- d. Other.

8. Provide a detailed statement which explains each reason checked in Item 7, above.

As the result of changes in the jurisdiction of SEIU local unions in California, Local 715 is in the process of reorganizing the majority of its members into other SEIU local unions. The shift of a large majority of Local 715 members, and resources associated with those members, to other SEIU unions is making it difficult for Local 715 to carry out its remaining collective bargaining responsibilities and to defend its status as collective bargaining agent. The significant decline in Local 715's membership and resources has impaired Local 715's ability to operate as contemplated by the Local 715 Constitution and Bylaws. The process of reorganizing the remaining Local 715 members into their new SEIU local unions is still underway.

9. During the period covered by this report

- a. Did a convention or other policy-determining body meet to which the trustee labor organization sent delegates or would have sent delegates if not in trusteeship?

Yes No

(If the answer is "Yes," complete and file Form LM-15A.)

- b. Did the labor organization imposing the trusteeship hold an election of officers?

Yes No

(If the answer is "Yes," complete and file Form LM-15A.)

EXHIBIT Z



**ORDER OF EMERGENCY TRUSTEESHIP
APPOINTING A TRUSTEE
TO TAKE CHARGE AND CONTROL OF THE AFFAIRS OF
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 715**

To: All Officers and Members of Service Employees International Union, Local 715

Pursuant to my authority under Article VIII, Sections 7(a) and (f), of the SEIU Constitution and Bylaws, I have determined that an emergency situation exists within Service Employees International Union, Local 715 (hereinafter "Local 715"), and that in order to protect the interests of the membership, the immediate appointment of a Trustee is necessary for the purpose of assuring preservation of the union's status as collective bargaining representative and its performance of collective bargaining duties and functions, and otherwise carrying out the legitimate objects of the International Union.

ANDREW L. STERN
International President

ANNA BURGER
International Secretary-Treasurer

MARY KAY HENRY
Executive Vice President

GERRY HUDSON
Executive Vice President

ELISEO MEDINA
Executive Vice President

TOM WOODRUFF
Executive Vice President

I have received a request from the officers and Executive Board of Local 715 requesting the imposition of the emergency trusteeship due to the difficulties the Local Union is experiencing in performing its collective bargaining duties due to the shift of members and resources to other SEIU local unions. Local 715 is in the process of reorganizing most of its members into Local 521 pursuant to the International Executive Board's June 2006 decision on California jurisdiction. At this point, many members of Local 715 have moved into Local 521 in accordance with this decision. However, Local 715 still retains collective bargaining responsibilities on behalf of members who have not yet been moved into the successor local union. Local 715's responsibilities include the representation of employees at Stanford Hospital and Clinics/Lucile Packard Children's Hospital. Pursuant to the IEB's decision, Local 715's Stanford Hospital members will be united with other SEIU healthcare members in SEIU United Healthcare Workers - West ("UHW").

Reports I have received indicate that, since May 30, 2007, the Hospital has taken the position that Local 715 no longer exists, and the Hospital is refusing to recognize Local 715's servicing agent, UHW. The Hospital's actions threaten to deprive Local 715 members at Stanford Hospital of their collectively-bargained rights. The shift of a large majority of Local 715 members, and resources associated with those members, to Local 521, is making it difficult for Local 715 to carry out its remaining collective bargaining responsibilities and to defend its status as collective bargaining agent. The significant decline in Local 715's membership and resources has impaired the Local's ability to operate as contemplated by the Local 715 constitution and bylaws.

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington DC 20036

202.730.7000
TDD: 202.730.7481

www.SEIU.org

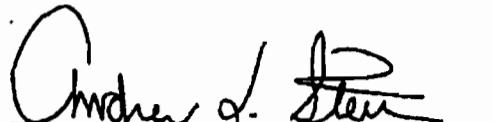
SEIU0001

From the information that I have received, including the request from the Local 715 officers and Executive Board for imposition of an emergency trusteeship over Local 715, I have determined that placing Local 715 under trusteeship is the best means of preventing disruption of contracts, assuring that the Local Union performs its duties as collective bargaining representative, protecting the interests of the membership, and otherwise carrying out the legitimate objects of the International Union. Further, I have determined that an emergency exists that justifies pre-hearing appointment of a Trustee. Therefore, in light of the situation facing Local 715 and by virtue of my authority as International President, I have this date appointed Rusty Smith as Trustee of Local 715, with all of the powers that he is entitled to assume under the SEIU Constitution and Bylaws and applicable law. The Trustee shall assume responsibility for Local 715 immediately.

The Local Union's Constitution and Bylaws are suspended for the period of the Trusteeship. By operation of this Order of Emergency Trusteeship and pursuant to my authority under Article VIII of the SEIU Constitution and Bylaws, I hereby remove all Local 715 officers, including Executive Board members, representatives and employees of Local 715. In accordance with Article VIII, Section 7(f) of the SEIU Constitution, I will request that the International Executive Board appoint a hearing officer and that a Notice of Hearing and Appointment of a Hearing Officer be issued in the very near future. Consistent with this notice, a hearing regarding the imposition of an emergency trusteeship over Local 715 will be held within the time limits set forth in Article VIII, Section 7(f).

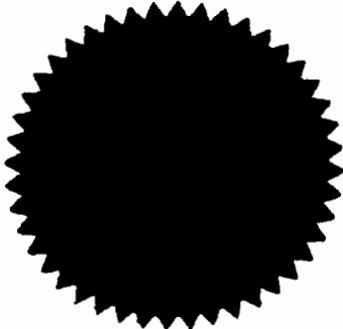
I am requesting that all members and employees of Local 715 cooperate with the Trustee in every respect. All former officers, representatives and employees of the Local Union should immediately make available to the Trustee all books, records, funds and other property of the Local Union in their possession and control.

Dated this 8th day of June, 2007.



Andrew L. Stern
International President

cc: Anna Burger, International Secretary Treasurer
Kristy Sernersheim, Executive Secretary, Local 715
Former Executive Board Members, Local 715
Rusty Smith, Trustee



SEIU0002

EXHIBIT AA

08/14/2007 10:13 FAX 408 954 1111

SBIC 521

001/003

LOCAL 715



DATE: 6/14/07

TO: Laurie Quintel

C/O:

FROM: Busty Smith

Cover Page + 0 page(s)

Urgent For Review Please Comment Please Reply Please Recycle

Message:

C:

NOTE: IF FACSIMILE IS MISREDIRECTED

The page(s) comprising this facsimile transmission contain confidential information from SEIU Local 715. This information is intended solely for use by the individual or entity named as the recipient hereof. If you are not the intended recipient, be aware that any disclosure, copying, distribution, or use of the contents of this transmission is prohibited. If you have received this transmission in error, please notify us by telephone immediately.

SAN JOSE OFFICE
2302 ZANKER ROAD, SAN JOSE, CA 95131 ■ 408-954-8715 ■ Fax: 408-954-1538

REDWOOD CITY OFFICE
891 MARSHALL STREET, REDWOOD CITY, CA 94036 ■ 650-365-8715 ■ Fax: 650-365-7956

STANFORD OFFICE
P.O. BOX 19152, STANFORD, CA 94309 ■ 650-723-3680 ■ Fax: 650-723-3650

08/14/2007 18:13 FAX 408 954 7173

SEIU 521

002/003

June 14, 2007

Via Facsimile and U.S. Mail

Laurie J. Qunital, Director - Employee and Labor Relations
Stanford Hospital and Clinics
300 Pasteur Drive M/C 5513
Stamford, CA 94305-5513

Dear Ms. Qunital:

On June 8, 2007, the International President of the Service Employees International Union ("SEIU"), CtW, CLC, Andrew L. Stern, acting pursuant to Article VIII, Section 7 of the International Union's Constitution and Bylaws and applicable federal law, took control of all operations of SEIU Local 715 ("Local 715"). A copy of the official Trusteeship Order is attached hereto.

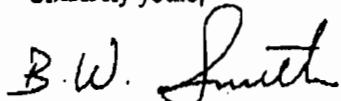
All officers of Local 715 have been removed. President Stern appointed me as the Trustee with full authority to act on behalf of Local 715.

Effective June 8, 2007, all matters relating to the representation of the employees of your organization under the Local 715 collective bargaining agreement will be handled under my direction. We intend to fulfill all of our collective bargaining obligations, and expect no interruption in the provision of services to our members.

All servicing agreements to which Local 715 is a party will remain in full force and effect in every respect, without any change whatsoever. Accordingly, Kim Tavaglione, Jocelyn Olick, and Ella Hereth will continue to be the representative responsible for servicing your facility.

If you have any questions, please feel free to call me at 408-316-4460. Thank you.

Sincerely yours,



Bruce W. ("Rusty") Smith
International Trustec

Attachment

SEIU0004

06/14/2007 10:13 FAX 408 954 1

SEIU 521

003/003



Stronger Together

ANDREW L. STERN
International President

ANNA BURGER
International Secretary-Treasurer

MARY KAY HENRY
Executive Vice President

GERRY HUDSON
Executive Vice President

EUSEO MEDINA
Executive Vice President

TOM WOODRUFF
Executive Vice President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1000 Massachusetts Ave NW
Washington DC 20036

202.730.7000
TDD: 202.730.7481
www.SEIU.org

June 8, 2007

TO WHOM IT MAY CONCERN:

In accordance with the powers vested in me by the Constitution and Bylaws of the Service Employees International Union, CTW, CLC, I have appointed Bruce W. Smith as Trustee over the affairs of SEIU Local 715, effective immediately.

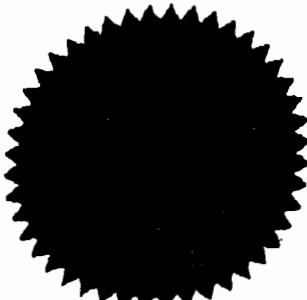
The Trustee will have charge of the affairs of the Local Union until relieved of responsibility by me.

The Trustee will be governed by the provisions of the Service Employees International Union Constitution and Bylaws and the provisions of applicable law.

Sincerely,

A handwritten signature in black ink, appearing to read "Andrew L. Stern".

Andrew L. Stern
International President



SEIU0005

EXHIBIT BB



LOCAL 715

SERVICE EMPLOYEES INTERNATIONAL UNION

Via Facsimile

June 18, 2007

Laurie J. Quintel, Director
Employee and Labor Relations
Stanford Hospital and Clinics
300 Pasteur Drive – M/C 5513
Stanford, CA 94305-5513

Dear Ms. Quintel:

On June 8, 2007, the International President of the Service Employees International Union ("SEIU"), CTW, CLC, Andrew L. Stern, acting pursuant to Article VIII, Section 7 of the International Union's Constitution and Bylaws and applicable federal law, took control of all operations of SEIU Local 715 ("Local 715"). A copy of the official Trusteeship Order is attached hereto.

All officers of Local 715 have been removed. President Stern appointed me as the Trustee with full authority to act on behalf of Local 715.

Effective June 8, 2007, all matters relating to the representation of the employees of your organization under the Local 715 collective bargaining agreement will be handled under my direction. We intend to fulfill all of our collective bargaining obligations, and expect no interruption in the provision of services to our members.

All servicing agreements to which Local 715 is a party will remain in full force and effect in every respect, without any change whatsoever. Accordingly, Kim Tavaglione, Jocelyn Olick, and Ella Hereth will continue to be the representative responsible for servicing your facility.

If you have any questions, please feel free to call me at 408-316-4460. Thank you.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Bruce W. Smith".

Bruce W. ("Rusty") Smith
International Trustee

SEIU0006

Enclosure

San Jose Office: 2302 Zanker Road, San Jose, CA 95131-1115 • (408) 954-8715 • Fax (408) 954-1538
Redwood City Office: 891 Marshall Street, Redwood City, CA 94063 • (650) 365-8715 • Fax (650) 365-7956
Stanford Office: P.O.Box 19152, Stanford, CA 94309 • (650) 723-3680 • Fax (650) 723-3650

Affiliated SEIU 1972.

page 1



June 8, 2007

TO WHOM IT MAY CONCERN:

In accordance with the powers vested in me by the Constitution and Bylaws of the Service Employees International Union, CtW, CLC, I have appointed Bruce W. Smith as Trustee over the affairs of SEIU Local 715, effective immediately.

The Trustee will have charge of the affairs of the Local Union until relieved of responsibility by me.

The Trustee will be governed by the provisions of the Service Employees International Union Constitution and Bylaws and the provisions of applicable law.

Sincerely,

A handwritten signature in black ink, appearing to read "Andrew L. Stern".

Andrew L. Stern
International President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1800 Massachusetts Ave NW
Washington DC 20036

202.730.7000

TDD: 202.730.7481

www.SEIU.org



SEIU0007

EXHIBIT CC

SEIU - Home Page

Page 1 of 1

SEARCHED [REDACTED]
SERIALIZED [REDACTED]
INDEXED [REDACTED]

Contact Us

10

**SEIU Local 715
2302 Zanker Road
San Jose, CA 95131
(408) 954-8715**

SEIU0010

Contact Us

Page 1 of 1

[REDACTED]

Contact Us

SEIU Local 715

2302 Zanker Road

San Jose, CA 95131

(408) 954-8715

SEIU0011

Benefits

Page 1 of 2

SEIU Local 715
2302 Zanker Road
San Jose, CA 95131
(408) 934-8715

SEIU Benefits for You and Your Family

Because you are a member or retiree of SEIU, you have access to a variety of services and discounts through Union Plus. These benefits supplement what you may receive through your union-negotiated contract. With these SEIU Union Plus benefits, you can save on life insurance, health savings, mortgages, legal services, and more.

Need assistance?
Call 1-800-452-9425.
Or visit www.unionplus.org.

{Tiene preguntas? Tenemos
información en Español.

Money and Credit

Credit Card with great value and service

Secured Credit Card for members who have poor credit or little or no credit history

Loans—personal loans, lines of credit, and home equity loans

Credit Counseling to help eliminate debt

Your Credit Score for a 15% discount

Family Services

Find a Lawyer—Union Plus legal services for your Local

Immigration Legal Services including free initial consultations and discounts on hourly rates

Planning for College—resources on applying, paying, and more

Paying for College—resources include loans, financial aid, and savings plans

Pet Health—savings on veterinary services for all animals

House and Home

Mortgage and Real Estate—low down payments and reduced closing costs

Home Heating Oil Discounts—save on service contracts and fuel oil purchases

Moving Van Discounts—Save on Interstate moves, truck rentals, and storage

Health and Well-Being

Health Savings, reduces out-of-pocket expenses for prescriptions, vision, and other services

Health Club Discounts at more than 1,500 locations

Insurance Protection

Life Insurance protection regardless of job or health conditions

Accident Insurance including insurance for accidental death in the workplace

Auto Insurance with

Union Marketplace

Singular Wireless Discounts on monthly service for union members

Auto Buying Service, to help you find the right vehicle for the right price

Goodyear Discounts on tires

SEIU0012

Benefits**Page 2 of 2**

competitive rates, multi-vehicle discounts, and 24-hour service
[Professional Liability Insurance](#) for medical professionals
[Pet Insurance](#) --accident and illness insurance for your dog or cat
 and service
[Powell's Bookstore](#) --a union-organized online bookstore
[Union-Made Clothing](#) --support good jobs at good pay with a discount
[Union-Made Checks](#) with your union's logo

SEIU Scholarships

[SEIU Scholarship Program](#).
[Jesse Jackson Scholarship](#)
[John Gegan Scholarship](#)
[Moe Foner Scholarship](#)
[Nora Plore Scholarship](#)
[Union Plus Scholarship Program](#)

Travel and Recreation

[Vacation Tours](#) with a discount
[Norwegian Cruise Line](#)
 discounts
[Car Rentals](#) for up to 25% off

Computers

[Dell Computers](#), for a 5-10% discount

Gift Shop

[Flowers](#) --delivery service with a discount

SEIU0013

Our Local

Page 1 of 1

[REDACTED]

Contact Us

SEIU Local 715
2302 Zanker Road
San Jose, CA 95131
(408) 954-8715

About SEIU

The Service Employees International Union is 1.8 million working people and 50,000 retirees united to improve services and our communities throughout North America.

SEIU members are winning better wages, health care, and more secure jobs at home, while uniting their strength with their counterparts around the world to help ensure that workers, not just corporations and CEOs, benefit from today's global economy.

SEIU is the fastest-growing union in North America. Focused on uniting workers in three sectors to improve their lives and the services they provide, SEIU is:



» The largest health care union, with 900,000 members in the field, including nurses, LPNs, doctors, lab technicians, nursing home workers, home care workers

» The largest property services union, with 225,000 members in the building cleaning and security industries, including janitors, door men and women

» The second largest public services union, with 850,000 local and state government workers, public school employees, bus drivers, and child care providers

(Total is current as of 09-27-05, and exceeds 1.8 million due to overlaps in public/health care.)

SEIU0014

Action Center

Page 1 of 1

[REDACTED]

What is COPE?

COPE is our union's voluntary bi-partisan Political Action Committee used for political and legislative activities. We hold politicians accountable at every level of government.

[~ Read more](#)

What Is Change to Win?

The Change to Win Federation is made up of SEIU and six other national unions representing more than 5 million workers.

[~ Read more](#)

SEIU0015

Around SEIU

Page 1 of 1

[REDACTED]

[REDACTED]

SEIU's Stern, Rivera Named Two of Top Six Most Powerful in Healthcare

Modern Healthcare magazine released its "100 Most Powerful People in Healthcare" list, ranking SEIU President Andy Stern and SEIU Healthcare Chair Dennis Rivera number 5 and 6, respectively. This recognition comes during a year of landmark healthcare leadership, initiatives, and policy work for SEIU, including the formation in June of **SEIU Healthcare**, a new one million member "union within a union."

[» Read more](#)

What Is Change to Win?

The Change to Win Federation is made up of SEIU and six other national unions representing more than 5 million workers.

[» Read more](#)

SEIU0016

California's budget is a thing of shreds and patches. The lottery plan off target. Aid for California's disabled in peril. Governor's lottery plan could hurt school funding, analyst says. Senator says California prisons upgrade cost 'borders on the incredible'. Who Pays Taxes in California.

California Budget: the Year of Reckoning



The Latest on the Budget Campaign: May Revise a Missed Opportunity

On May 14, the Governor unveiled his revised budget and proposed deeper cuts, a power grab, and more borrowing, not real solutions. In other words, he missed an opportunity to fix our chronic budget problems. Now, legislators must take responsibility. Read SEIU's reaction to the proposed budget and our latest [update and analysis](#) of the cuts.

[Read More](#)

June Primary Election Results

Election Update: SEIU Wins Major Victories, Defeating Prop. 98 and Helping Scores of Working-Family-Friendly Candidates Advance

In the June primary election, SEIU helped defeat the dangerous and deceptive Prop. 98, which would have gutted rent control and environmental laws and made it nearly impossible to build public works, by a 61% (No) - 39% (Yes) margin. We also helped pass real homeowner protection, Prop. 99, in a 62.5% (Yes) - 37.5% (No) vote.

For the California Assembly races - in a remarkable sweep - in every district where we endorsed a candidate, we won, and a 2/3 majority of SEIU-backed candidates won their Senate seats as well. In Congress, we helped Mike Lumpkin (D, CD 52) win his primary in the only district without an incumbent running. And in a closely watched, key local race, SEIU and labor allies helped lift longtime champion of working people Senator Mark Ridley-Thomas above the crowd in his L.A. County Supervisor bid, positioning him well for a November run-off.

[Click here](#) for a complete list of SEIU endorsements and results.

Progress on Healthcare: A Three-Year Plan

Healthcare Reform Bills Make Progress

While our primary healthcare goal this year must be to stop the devastating budget cuts that would add a million Californians to the rolls of the uninsured, SEIU continues to push for components of the healthcare reform package we fought for in 2007. Working with our allies from last year's "It's OUR Healthcare!" campaign, we continue to lay the groundwork for comprehensive reform by tackling a range of

State Budget News Clips

California's budget is a thing of shreds of patches

Lottery plan off target

Aid for California's disabled in peril

Governor's lottery plan could hurt school funding, analyst says

Senator says California prisons upgrade cost 'borders on the incredible'

Who Pays Taxes in California

Press Releases

SEIU California State Council Announces Selection of New Executive Director

Assembly Budget Moves Debate in the Right Direction

SEIU Says Governor's Budget Will Hurt California

SEIU, Health Care Groups Win Promise to Amend Flawed Health Care Bill

Parents, providers blast Gov.'s veto on child care reform

Members Are Speaking Out!



"As a children's social worker, our primary responsibility is to protect children and make sure they have safe, permanent homes. Our

SEIU0017

critical healthcare issues. Some of the key reform components have made legislative progress in recent weeks, including:

- Giving consumers more information about healthcare costs and quality, so that consumers have real choices and can shape the healthcare market by avoiding costly and ineffective care AB2967 (Lieber)
- Prohibiting junk insurance and standardizing the insurance market SB1522 (Steinberg)

Read the latest update as these bills continue to make progress through the legislature from ally [Health Access](#).

Link to this update:

<http://www.health-access.org/labels/YearOfReform.htm>

system functions as the children's parents while we help their parents recover, or find a family member or foster parents. We're fighting for the children and families we serve. The children aren't voters. They have no voice. They're the most vulnerable members of our society.

That's why I became a social worker, and that's why I'm fighting the budget cuts."

SEIU Local 721 David Green -
Adoption Social Worker,
County of Los Angeles

[• Read more](#)

SEIU Online Store

Page 1 of 1

http://www.imagepoints.com/

Stronger Together

Men's Wear
Women's Wear
Children's Wear
Generation S Wear
Bags & Briefcases
Toys & Games
Misc. Merchandise
SEIU for Obama Items



[Home](#) | [Search](#) | [Current Order](#) | 1-800-408-2388 | Email: sales@imagepoints.com

SEIU0019

EXHIBIT DD

AUG-16-2006 10:33

FROM-LOCAL 250 SAN FRANCISCO

415-563-0014

T-060 P.001/004 F-155



www.seiu715.org

LOCAL 715

SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO/CLC

To: Laurie Quintel
FR: Greg P.

SEIU servicing
agreement

4 pages

Any questions, please
call (415) 740-4461

San Jose Office: 2302 Zanker Road, San Jose, CA 95131-1115 • (408) 954-8715 • Fax (408) 954-1538
Redwood City Office: 891 Marshall Street, Redwood City, CA 94063 • (650) 365-8715 • Fax (650) 365-1538
Stanford Office: P.O.Box 19152, Stanford, CA 94309 • (650) 723-3680 • Fax (650) 723-3650

© SEIU 1972

SEIU0020

16

AUG-15-2006 10:33 FROM-LOCAL 250 SAN FRANCISCO
:

415-563-0814

T-060 P.002/004 F-155

SERVICING AGREEMENT

This SERVICING AGREEMENT is entered into between Local 715 ("Local 715") and SEIU UHW ("UHW").

WHEREAS, Local 715 and UHW recognize that the core jurisdiction represented by Local 715 includes public sector employees and that the core jurisdiction of UHW includes health care employees; and

WHEREAS, Local 715 and UHW recognize that the professional services provided by each organization are most highly developed in regard to their core jurisdictions; and

WHEREAS, Local 715 is the sole and exclusive collective bargaining representative for a unit of employees at the Stamford Hospital facility ("Stamford facility"); and

WHEREAS, Local 715 wishes to obtain for its members at the Stamford facility the professional services available through UHW, and UHW is willing to make its professional services available to Local 715's members at the Stamford facility; now,

WHEREFORE, it is AGREED as FOLLOWS:

1. Effective Date

The terms of this Servicing Agreement shall become effective on March 1, 2006.

2. Cost of Services

For a period running concurrently with the existing collective bargaining agreement between Local 715 and the Stamford facility, UHW shall provide the professional services outlined herein at no cost to Local 715. Thereafter, if this Agreement is extended, Local 715 shall reimburse UHW for the costs of the services outlined herein from the dues and agency fees collected by UHW for each Local 715 member affected by this Agreement.

3. Duration of Agreement

This Servicing Agreement shall be effective on March 1, 2006 and shall remain in full force and effect until the end of the current collective bargaining agreement between Local 715 and the Stamford facility. The duration of this Servicing Agreement may be mutually extended by the parties. Additionally, this Agreement can be altered, amended, or rescinded by the mutual agreement of the parties. Either party may unilaterally terminate this Agreement by giving three months notice to the other party.

(u-2000-010400073.DOC)

SEIU0021

AUG-16-2006 10:34 FROM-LOCAL 250 SAN FRANCISCO

415-563-0014

T-060 P.003/004 F-158

4. Services Provided By UHW

For the duration of this Servicing Agreement, UHW's staff, acting as designated agents of Local 715, shall provide the following professional services to Local 715 for its members at the Stanford facility:

Representation in the grievance procedure and at arbitration hearings

Representation at labor-management meetings

Assistance to members appearing before the National Labor Relations Board on behalf of the Local 715 Chapter at the Stanford facility.

5. Oversight By Local 715

The UHW staff member assigned to the day-to-day servicing of the Stanford facility unit will meet on a regular basis with an officer of Local 715 to review the status of representation matters within the unit. In addition, UHW will provide Local 715 with advance notice of all membership meetings and site visits and clear all correspondence with Local 715. The parties acknowledge that Local 715 has the ultimate responsibility for collective bargaining matters on behalf of the Stanford facility unit.

6. Services Provided By Local 715

For the duration of this Agreement, Local 715 shall continue to administer the collection of membership dues, and shall have access to, and may assist with, all membership meetings, and shall have access to all records associated with the bargaining unit.

7. Designation of Agency Status

Local 715 shall notify the Employer in writing of its designation of the appropriate employees of UHW to serve as the agents of Local 715 in providing services to Local 715's membership at the Stanford facility.

Should the Employer challenge or refuse to accept the legitimacy of this Servicing Agreement, the parties will cooperate in processing the legal actions necessary to its enforcement. (This may include filing an unfair labor practice charge under the name of Local 715). UHW will provide professional assistance in this process. During the pendency of this process, Local 715 will continue to provide representation and the administration of all aspects of the collective bargaining agreement through its own staff until such matter is resolved.

8. Chapter Structure and Members' Rights

a) Following the implementation of this Servicing Agreement, Local 715's unit at the Stanford facility shall maintain the same officers and other employee-representatives, under the same internal Chapter structure that existed prior to implementation of this Agreement;

{W:\2000\0810\14660\12.DOC}2

SEIU0022

RECEIVED AUG-14-06 13:48

FROM-

TO-SEIU UHW SF

PAGE 008

AUG-15-2006 10:34 FROM-LOCAL 250 SAN FRANCISCO

415-569-8814

T-080 P.004/004 F-158

h) Following implementation of this Servicing Agreement, Local 715 members at the Stamford facility will continue to be full members of Local 715, with the right to vote in Local 715 elections and otherwise participate in Local 715's affairs. Employees in the bargaining unit will be offered Associate Member status with UHW but shall keep whatever membership rights are accorded them under the Local 715 by-laws and the Service Employees International Union constitution;

i) Nothing herein shall prohibit UHW from permitting Local 715's Chapter leaders or members from the Stamford facility to participate in UHW educational functions, or appearing as guests at other UHW functions.

9. Severability

The parties hereto believe that all provisions of this Servicing Agreement comply with applicable law. However, should any provision of this Agreement be found illegal by any tribunal of competent jurisdiction, this shall not affect the remainder of the Agreement. Rather, the parties shall promptly meet to negotiate an acceptable, lawful substitute to the stricken provisions.


Al Roselli, President, UHW

Date


Kristy Semenjian, Executive Secretary,
Local 715

Date

2/20/2004

(W:\\2000WWS\\U7N6200474.DOC)3

SEIU0023

EXHIBIT EE

08/17/2008 10:57 FAX 408 954 1538

LOCAL 715

002/005

STANLEY WEINBERG
 DAVID A. SOKOL
 WILLIAM A. SOKOL
 VINCENT A. HARRINGTON, JR.
 VL. CAROL BOONE
 CLYTHE KIRKELAND
 BARRY E. MURKLE
 JAMES R. PEARCE
 GARNETTE RUE WOODSON
 CHRISTIAN L. RASMUSSEN
 JAMES A. VIGGIANO
 THEODORE PHARANKIN
 ANTONIO RUIZ
 MATTHEW J. CALDER
 ANTHONY R. REED
 LINDA M. RUMMEL
 PATRICIA A. GAFFIS
 ALAN B. CRONIN BY
 J. PELE DE LA TORRE
 HELENNA L. MILLMAN --
 ANDREA LALACONA
 EMILY P. RICH

WEINBERG, ROGER & ROSENFIELD

A PROFESSIONAL CORPORATION

1001 Marina Village Parkway, Suite 200
 Alameda, CA 94501-1091
 TELEPHONE 510.337.1001
 FAX 510.337.1023

LORI K. COLIND --
 ANNE I. HORN
 NICOLE M. PHILLIPS
 BROOKE D. FREEMAN --
 BELICE A. HARLAND
 CONDESPEREN E. LOZANO-GARCIA
 DONALD P. KREMER
 LANELLE S. MENDOZA
 MARINA CHANCA

PATRICK H. GATES, OF COUNSEL
 ROBERTA D. PETERSON, OF COUNSEL
 JOHN PLOTE, OF COUNSEL

• Also admitted in Arizona
 • Also admitted in Hawaii
 *** Also admitted in Nevada

August 11, 2006

Larry Arnold
 Foley & Lardner
 One Maritime Plaza, Sixth Floor
 San Francisco, CA 94111-3404

Re: SEIU United Healthcare Workers-West and SEIU Local 715
 Stanford Medical Center

Dear Mr. Arnold:

Enclosed please find a copy of the Servicing Agreement with respect to the Stanford Medical Center Bargaining Unit, between Local 715 and UHW.

I am sending this to you at your request, so there will be no further confusion concerning this matter, and so that henceforth, the Employer will understand and recognize the fact that SEIU Local 715 is the bargaining representative, but is being aided by UHW.

Lest it is not apparent from the document, it is modeled directly and completely on servicing agreements approved by the NLRB.

I trust this will resolve this henebeforth.

Sincerely,


 William A. Sokol

WAS/rfb
 opeiu 3 afl-cio(1)

Enclosure

cc: Greg Pullman
 Kristy Sermersheim
 John Borsos
 Sal Rosseli

1430729

SEIU0024

PASADENA OFFICE
 301 North Lake Avenue, Suite 310
 Pasadena, CA 91101-5122
 TEL 626.796.6232 FAX 626.795.6996

SACRAMENTO OFFICE
 428 J Street, Suite 830
 Sacramento, CA 95814-2341
 TEL 916.443.8600 FAX 916.443.0244

HONOLULU OFFICE
 1088 Ala Moana Boulevard, Suite 1802
 Honolulu, HI 96813-4600
 TEL 808.528.5090 FAX 808.528.5091

SERVICING AGREEMENT

This SERVICING AGREEMENT is entered into between Local 715 ("Local 715") and SEIU UHW ("UHW").

WHEREAS, Local 715 and UHW recognize that the core jurisdiction represented by Local 715 includes public sector employees and that the core jurisdiction of UHW includes health care employees; and

WHEREAS, Local 715 and UHW recognize that the professional services provided by each organization are most highly developed in regard to their core jurisdictions; and

WHEREAS, Local 715 is the sole and exclusive collective bargaining representative for a unit of employees at the Stanford Hospital facility ("Stanford facility"); and

WHEREAS, Local 715 wishes to obtain for its members at the Stanford facility the professional services available through UHW, and UHW is willing to make its professional services available to Local 715's members at the Stanford facility; now,

THEREFORE, it is AGREED as FOLLOWS:

1. Effective Date

The terms of this Servicing Agreement shall become effective on March 1, 2006.

2. Cost of Services

For a period running concurrently with the existing collective bargaining agreement between Local 715 and the Stanford facility, UHW shall provide the professional services outlined herein at no cost to Local 715. Thereafter, if this Agreement is extended, Local 715 shall reimburse UHW for the costs of the services outlined herein from the dues and agency fees collected by UHW for each Local 715 member affected by this Agreement.

3. Duration of Agreement

This Servicing Agreement shall be effective on March 1, 2006 and shall remain in full force and effect until the end of the current collective bargaining agreement between Local 715 and the Stanford facility. The duration of this Servicing Agreement may be mutually extended by the parties. Additionally, this Agreement can be altered, amended, or rescinded by the mutual agreement of the parties. Either party may unilaterally terminate this Agreement by giving three months notice to the other party.

4. Services Provided By UHW

For the duration of this Servicing Agreement, UHW's staff, acting as designated agents of Local 715, shall provide the following professional services to Local 715 for its members at the Stanford facility:

Representation in the grievance procedure and at arbitration hearings

Representation at labor-management meetings

Assistance to members appearing before the National Labor Relations Board on behalf of the Local 715 Chapter at the Stanford facility.

5. Oversight By Local 715

The UHW staff member assigned to the day-to-day servicing of the Stanford facility unit will meet on a regular basis with an officer of Local 715 to review the status of representation matters within the unit. In addition, UHW will provide Local 715 with advance notice of all membership meetings and site visits and clear all correspondence with Local 715. The parties acknowledge that Local 715 has the ultimate responsibility for collective bargaining matters on behalf of the Stanford facility unit.

6. Services Provided By Local 715

For the duration of this Agreement, Local 715 shall continue to administer the collection of membership dues, and shall have access to, and may assist with, all membership meetings, and shall have access to all records associated with the bargaining unit.

7. Designation of Agency Status

Local 715 shall notify the Employer in writing of its designation of the appropriate employees of UHW to serve as the agents of Local 715 in providing services to Local 715's membership at the Stanford facility.

Should the Employer challenge or refuse to accept the legitimacy of this Servicing Agreement, the parties will cooperate in processing the legal actions necessary to its enforcement. (This may include filing an unfair labor practice charge under the name of Local 715). UHW will provide professional assistance in this process. During the pendency of this process, Local 715 will continue to provide representation and the administration of all aspects of the collective bargaining agreement through its own staff until such matter is resolved.

8. Chapter Structure and Members' Rights

a) Following the implementation of this Servicing Agreement, Local 715's unit at the Stanford facility shall maintain the same officers and other employee-representatives, under the same internal Chapter structure that existed prior to implementation of this Agreement;

b) Following implementation of this Servicing Agreement, Local 715 members at the Stanford facility will continue to be full members of Local 715, with the right to vote in Local 715 elections and otherwise participate in Local 715's affairs. Employees in the bargaining unit will be offered Associate Member status with UHW but shall keep whatever membership rights are accorded them under the Local 715 by-laws and the Service Employees International Union constitution;

c) Nothing herein shall prohibit UHW from permitting Local 715's Chapter leaders or members from the Stanford facility to participate in UHW educational functions, or appearing as guests at other UHW functions.

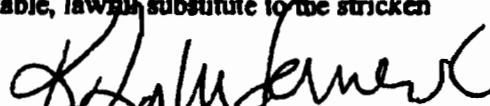
9. Severability

The parties hereto believe that all provisions of this Servicing Agreement comply with applicable law. However, should any provision of this Agreement be found illegal by any tribunal of competent jurisdiction, this shall not affect the remainder of the Agreement. Rather, the parties shall promptly meet to negotiate an acceptable, lawful substitute to the stricken provisions.



Sal Roselli, President, UHW

2 | 18 | 06
Date



Kristy Sermersheim, Executive Secretary,
Local 715

2/20/2006
Date

EXHIBIT FF

08/21/2006 14:22 FAX 408 954 1538

LOCAL 715

003

STEVEN WERNICK
DAVID A. ROSENFIELD
WILLIAMS, RICHARD
VANCEY & WASHINGTON, JR.
W. DAVID BOONE
ELYNNE MCGEEHAN
BARRY E. PERIN
JAMES P. PITTENPOW
SAMANTHA REED
CHRISTYNA L. RISNER
JAMES J. SAWERS
THEODORE SHAFRAZ
ANTONIO RUIZ
MATTHEW J. SCHUER
ANDREW C. SCHAFFNER
LINDA SALDANA SPARKS
PATRICIA A. CRAVE
ALAN B. GROMLEY
J. PELET DE LA TORRE
KARENTHA L. HILLMAN --
ANGELA LABACINA
BRIAN P. RICH

WEINBERG, ROGER & ROSENFELD

A PROFESSIONAL CORPORATION

1001 Marina Village Parkway, Suite 200
Alameda, CA 94501-1091
TELEPHONE 510.337.1001
FAX 510.337.1023

LORI K. ADKINS --
ADRIEN L. VIEZ
NICOLE A. PHILLIPS
ROBERT D. WAGGONER --
BRUNO A. YARLAND
CONCEPCION E. LOBATO-GUTIERREZ
CAROL F. SCHICKE
LINDA S. VORAGO
MANAMI CHINLA

PATRICIA M. BATES, OF COUNSEL
ROBERTA D. PERIN, OF COUNSEL
JOHN PLATZ, OF COUNSEL

* Also admitted in Arizona
** Admitted in Hawaii
*** Also admitted in Nevada

August 17, 2006

Larry Arnold
Foley & Lardner
One Maritime Plaza, Sixth Floor
San Francisco, CA 94111-3404

Re: Servicing Agreement

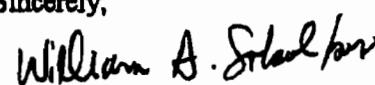
Dear Mr. Arnold:

Per your request, enclosed please find the Servicing Agreement between Local 715 and UHW. For your information, it is modeled on the servicing agreement which has expressly been upheld as lawful by the NLRB, see Suburban Pavilion.

I trust this will calm any insecurities you and/or your client may have concerning this matter and that henceforth you will recognize that UHW is servicing Local 715, which continues to be the exclusive bargaining representative of the bargaining unit at the Stanford Medical Facilities.

If you have any questions or comments, please do not hesitate to contact me.

Sincerely,


 William A. Sokol

William A. Sokol

WAS/jys
opciu 3 afl-cio(1)

Enclosure

1/431225

SEIU0028

PARADISE OFFICE
301 North Lake Avenue, Suite 310
Pleasanton, CA 94561-5122
TEL 628.786.8222 FAX 628.786.8224

SACRAMENTO OFFICE
428 J Street, Suite 020
Sacramento, CA 95814-2341
TEL 916.443.8800 FAX 916.442.0244

HONOLULU OFFICE
1080 Alakea Street, Suite 1802
Honolulu, HI 96813-4900
TEL 808.528.9980 FAX 808.528.9981

EXHIBIT GG

U.S. Department of Labor
Office of Labor-Management
Standards
Washington, DC 20210

FORM LM-15 TRUSTEESHIP REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2009

For Official Use
Only

This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 451.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number of Labor Organization Held in Trusteeship 513-588	2. Type of Report Initial (complete pages 1 through 4.) <input checked="" type="checkbox"/> Semiannual for period ending (Complete pages 1 and 2 only.)	3. Date Trusteeship Established 12 / 8 / 2007
4. Labor Organization Held in Trusteeship Affiliation or Organization Name Service Employees International Union Designation LU - Local Union P.O. Box, Bldg. and Room No., if any Designation Number 715 Number and Street 2302 Zanker Road Unit Name (if any) City San Jose State California ZIP Code + 4 95134		
5. Labor Organization Imposing the Trusteeship Name Service Employees International Union File Number 000-137 P.O. Box, Building and Room Number, if any Number and Street 1800 Massachusetts Avenue, NW City Washington State District of Columbia ZIP Code + 4 20036		
6. List the article(s) and section(s) of the constitution which specifically authorize imposition of the trusteeship: Article VIII, Sections 7(a) and 7(f).		

Signatures

Each of the undersigned, duly authorized officials of the labor organization imposing the trusteeship over the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on perjury in the instructions.)

24. Signed <u>Andrew A. Stein</u> Other (Specify) International President	President (If other title, see instructions.)	26. Signed <u>B.W. Smith</u> Trustee Trusted (If other title, see instructions.)
On <u>5/20/08</u> Date <u>Anna Sengenberger</u> (202) 730-7000 Telephone Number	On <u>5/19/08</u> Date (408) 954-1538 Telephone Number	
25. Signed <u> </u> Other (Specify) International Secretary-Treasurer	Treasurer (If other title, see instructions.)	27. Signed <u> </u> Trustee Trusted (If other title, see instructions.)
On <u>5/20/08</u> Date (202) 730-7000 Telephone Number	On <u> </u> Date Telephone Number	

Name of Labor Organization Held in Trusteeship Service Employees International Union	File Number 513-588
---	------------------------

7. Check the reason(s) for establishing or continuing the trusteeship:

a. To correct corruption or financial malpractice.

 b. To assure the performance of collective bargaining agreements or other duties of a bargaining representative.

c. To restore democratic procedures.

d. Other.

8. Provide a detailed statement which explains each reason checked in Item 7, above.

As the result of changes in the jurisdiction of SEIU local unions in California, Local 715 is in the process of reorganizing the majority of its members into other SEIU local unions. The shift of a large majority of Local 715 members, and resources associated with those members, to other SEIU unions is making it difficult for Local 715 to carry out its remaining collective bargaining responsibilities and to defend its status as collective bargaining agent. The significant decline in Local 715's membership and resources has impaired Local 715's ability to operate as contemplated by the Local 715 Constitution and Bylaws. The process of reorganizing the remaining Local 715 members into their new SEIU local unions is still underway.

9. During the period covered by this report

a. Did a convention or other policy-determining body meet to which the trustee labor organization sent delegates or would have sent delegates if not in trusteeship?

Yes No

(If the answer is "Yes," complete and file Form LM-15A.)

b. Did the labor organization imposing the trusteeship hold an election of officers?

Yes No

(If the answer is "Yes," complete and file Form LM-15A.)

07/24/07 15:18 FAX 202 693 1345

002

53D

U.S. Department of Labor
Office of Labor-Management
Standards
Washington, DC 20210

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 11-30-2008



This report is mandatory under P.L. 96-237 as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 481.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

FORM LM-15 TRUSTEESHIP REPORT

1. File Number of Labor Organization Held in Trusteeship 513-588	2. Type of Report <input checked="" type="checkbox"/> Initial (complete pages 1 through 4.) Semiannual for period ending (Complete pages 1 and 2 only.)	3. Date Trusteeship Established / / / 2007
4. Labor Organization Held in Trusteeship		
<p>Affiliation or Organization Name Service Employees International Union</p> <p>Designation LU - Local Union P.O. Box, Bldg. and Room No., If any</p> <p>Designation Number ~~~~ 715 Number and Street 2303 Sanker Road</p> <p>Unit Name (If any) City San Jose</p> <p>State California ZIP Code + 4 95134</p>		
5. Labor Organization Imposing the Trusteeship		
<p>Name Service Employees International Union</p> <p>File Number 000-137.</p> <p>P.O. Box, Building and Room Number, If any</p> <p>Number and Street 1600 Massachusetts Avenue, NW</p> <p>City Washington State District of Columbia ZIP Code + 4 20036</p>		
6. List the article(s) and section(s) of the constitution which specifically authorizes imposition of the trusteeship:		
Article VIII, Sections 7(a) and 7(f).		

Signatures

<p>Each of the undersigned, duly authorized officials of the labor organization imposing the trusteeship over the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)</p>			
24. Signed <u>Charles A. Stein</u>	President (If other title, see instructions.)	25. Signed <u>B.W. (Bucky) Smith</u>	Trustee (If other title, see instructions.)
Other (Specify) International President		On <u>07/06/07</u> Date	(408) 954-1538 Telephone Number
On <u>7/9/07</u> Date	(202) 730-7000 Telephone Number		
26. Signed <u>Anna Blenger</u>	Treasurer (If other title, see instructions.)	27. Signed _____	Trustee (If other title, see instructions.)
Other (Specify) International Secretary-Treasurer		On _____ Date	Telephone Number
On <u>7/9/07</u> Date	(202) 730-7000 Telephone Number		

07/24/07 15:18 FAX 202 693 1348

003

Name of Labor Organization Held In Trusteeship Service Employees International Union	File Number 513-588
---	------------------------

7. Check the reason(s) for establishing or continuing the trusteeship:

- a. To correct corruption or financial malpractice.
- b. To assure the performance of collective bargaining agreements or other duties of a bargaining representative.
- c. To restore democratic procedures.
- d. Other.

8. Provide a detailed statement which explains each reason checked in Item 7, above.

As the result of changes in the jurisdiction of SEIU local unions in California, Local 715 is in the process of reorganizing the majority of its members into other SEIU local unions. The shift of a large majority of Local 715 members, and resources associated with those members, to other SEIU unions is making it difficult for Local 715 to carry out its remaining collective bargaining responsibilities and to defend its status as collective bargaining agent. The significant decline in Local 715's membership and resources has impaired Local 715's ability to operate as contemplated by the Local 715 Constitution and Bylaws.

9. During the period covered by this report
a. Did a convention or other policy-determining body meet to which the trustee labor organization sent delegates or would have sent delegates if not in trusteeship?
Yes <input checked="" type="checkbox"/> No (If the answer is "Yes," complete and file Form LM-15A.)
b. Did the labor organization imposing the trusteeship hold an election of officers?
Yes <input checked="" type="checkbox"/> No (If the answer is "Yes," complete and file Form LM-15A.)

07/24/07 15:10 FAX 202 693 1345

004

Name of Labor Organization Held in Trusteeship - Service Employees International Union	File Number 513-588
---	------------------------

Statement of Assets and Liabilities (Complete for Initial Report Only)					
Assets as of Date Trusteeship imposed			Liabilities as of Date Trusteeship imposed		
Item	From Sch. #	Amount	Item	From Sch. #	Amount
10. Cash		3,648,823	18. Accounts Payable		289,863
11. Accounts Receivable		6,168	19. Loans Payable	6	0
12. Loans Receivable	1	0	20. Mortgages Payable		0
13. U.S. Treasury Securities			21. Other Liabilities	4	1,127,359
14. Investments	2	0	22. TOTAL LIABILITIES		1,427,122
15. Fixed Assets	6	526,075	23. NET ASSETS (Item 17 less Item 22)		
16. Other Assets	3	281,217			3,231,856
17. TOTAL ASSETS		6,658,956			

Schedule 1 - Loans Receivable (See Instructions for Item 12)		
(A) Name of officer, employee, member, or business enterprise	(B) Purpose of loan, security, if any, and terms for repayment	(C) Amount
1. 0		0
2. 0		0
3. 0		0
	4. Total from additional pages (if any)	0
	5. Total of loans not listed above	0
	6. Total of Lines 1 through 5	0

Schedule 2 - Investments (See Instructions for Item 14)		Schedule 3 - Other Assets (See Instructions for Item 16)	
(A) Description	(B) Amount	(A) Description	(B) Book Value
Marketable Securities:		1. Prepaid Expenses	15,285
1. Total Cost	0	2. Deposit	33,540
2. Total Book Value	0	3. Due to/From SBA, others	221,392
3. List each marketable security that has a book value over \$1,000 and exceeds 20% of Line 2.		4.	0
		5.	
(B)		6.	
(C)		7. Total from additional pages (if any)	0
(c) Total from additional pages (if any)	0	8. Total of Lines 1 through 7	261,317
Other Investments:		Schedule 4 - Other Liabilities (See Instructions for Item 21)	
4. Total Cost	0	(A) Description	(B) Amount
5. Total Book Value	0	1. Capital Lease	17,582
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary or trust which is an investment.		2. IRS6 Payable	188,157
		3. Security Deposit	2,500
		4. Other Payable	264,647
(B)		5. Accrued Vacation	654,263
(C)	0	6.	0
(c) Total from additional pages (if any)	0	7. Total from additional pages (if any)	0
7. Total of Lines 2 and 3	0	8. Total of Lines 1 through 7	1,127,359

Name of Labor Organization Held in Trusteeship Service Employees International Union	File Number 513-588
---	------------------------

Schedule 6 - Fixed Assets (See Instructions for Item 15)				
(A) Description	(B) Cost or Other Basis	(C) Total Depreciation or Amount Expended	(D) Book Value	(E) Fair Market Value
1. Land (give location)	0 0 0			
2. Total from additional pages (if any)	0		0	0
3. Buildings (give location)	0 0 0			
4. Total from additional pages (if any)	0	0	0	0
5. Automobiles and Other Vehicles	0			
6. Office Furniture and Equipment	1,064,263	478,188	526,075	
7. Other Fixed Assets			0	
8. Total of Lines 1 through 7	1,064,263	478,188	526,075	0

Schedule 6 - Loans Payable (See Instructions for Item 18)		
(A) Source	(B) Amount	
1.		0
2.		0
3.		0
4.		0
	5. Total from additional pages (if any)	0
	6. Total of Lines 1 through 5.	0

EXHIBIT HH

ADRMOP, E-Filing, RELATE

**U.S. District Court
California Northern District (San Jose)
CIVIL DOCKET FOR CASE #: 5:08-cv-00213-JF**

Service Employees International Union, Local 715 v.
Stanford Hospital and Clinics and Lucile Packard Children's
Hospital
Assigned to: Hon. Jeremy Fogel
Referred to: Magistrate Judge Richard Seeborg
Relate Case Cases: 5:07-cv-05158-JF

5:08-cv-00215-JF
5:08-cv-00216-JF
5:08-cv-01727-JF
5:08-cv-01726-JF

Date Filed: 01/11/2008
Jury Demand: None
Nature of Suit: 720 Labor: Labor/Mgt.
Relations
Jurisdiction: Federal Question

Cause: 29:151 Labor: Review of Agency Action

Plaintiff

**Service Employees International
Union, Local 715**

represented by **W. Daniel Boone**
Weinberg, Roger & Rosenfeld
1001 Marina Village Parkway
Suite 200
Alameda, CA 94501-1091
510-337-1001
Fax: 510-337-1023
Email: courtnotices@unioncounsel.net
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Bruce A. Harland
Weinberg, Roger & Rosenfeld
A Professional Corporation
1001 Marina Village Parkway
Suite #200
Alameda, CA 94501
510 -337- 1001
Fax: 510-337-1023
Email: courtnotices@unioncounsel.net
ATTORNEY TO BE NOTICED

Laurence R. Arnold
Foley & Lardner LLP
One Maritime Plaza
Sixth Floor
San Francisco, CA 94111-3409

415-984-9819
Fax: 415-434-4507
Email: larnold@foley.com
ATTORNEY TO BE NOTICED

William A. Sokol
Weinberg, Roger & Rosenfeld
A Professional Corporation
1001 Marina Village Parkway
Suite 200
Alameda, CA 94501-1091
510-337-1001
Fax: 510-337-1023
Email: courtnotices@unioncounsel.net
ATTORNEY TO BE NOTICED

V.

Defendant

**Stanford Hospital and Clinics and
Lucile Packard Children's Hospital**

represented by **Laurence R. Arnold**
(See above for address)
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Scott Powers Inciardi
Attorney at Law
1 Maritime Plaza, 6th Floor
San Francisco, CA 94111
415-434-4484
Fax: 415-4344507
Email: sinciardi@foley.com
ATTORNEY TO BE NOTICED

V.

Respondent

**Stanford Hospital & Clinics and
Lucile Packard Children's Hospital**

represented by **Eileen Regina Ridley**
Foley & Lardner
One Maritime Plaza
Sixth Floor
San Francisco, CA 94111-3404
415-434-4484
Fax: 415-434-4507
Email: eridley@foley.com
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Laurence R. Arnold
(See above for address)

ATTORNEY TO BE NOTICED

Scott Powers Inciardi
(See above for address)
ATTORNEY TO BE NOTICED

Counter-claimant

**Stanford Hospital & Clinics and
Lucile Packard Children's Hospital**

represented by **Eileen Regina Ridley**
(See above for address)
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Laurence R. Arnold
(See above for address)
ATTORNEY TO BE NOTICED

Scott Powers Inciardi
(See above for address)
ATTORNEY TO BE NOTICED

Counter-claimant

**Stanford Hospital and Clinics and
Lucile Packard Children's Hospital**

represented by **Laurence R. Arnold**
(See above for address)
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Scott Powers Inciardi
(See above for address)
ATTORNEY TO BE NOTICED

V.

Counter-defendant

**Service Employees International
Union, Local 715**

represented by **W. Daniel Boone**
(See above for address)
LEAD ATTORNEY
ATTORNEY TO BE NOTICED

Bruce A. Harland
(See above for address)
ATTORNEY TO BE NOTICED

Laurence R. Arnold
(See above for address)
ATTORNEY TO BE NOTICED

William A. Sokol
(See above for address)
ATTORNEY TO BE NOTICED

Date Filed	#	Docket Text
01/11/2008	<u>1</u>	PETITION TO CONFIRM ARBITRATION AWARD (no process) against Stanford Hospital and Clinics and Lucile Packard Children's Hospital (Filing fee \$ 350, receipt number 34611014520.). Filed by Service Employees International Union, Local 715. (slh, COURT STAFF) (Filed on 1/11/2008) (Additional attachment(s) added on 1/16/2008: # <u>1</u> Exhibit A, # <u>2</u> Exhibit B) (slh, COURT STAFF). (Entered: 01/15/2008)
01/11/2008	<u>2</u>	Administrative MOTION to Consider Whether Cases Should Be Related re C 07-5158 MMC filed by Service Employees International Union, Local 715. (slh, COURT STAFF) (Filed on 1/11/2008) (slh, COURT STAFF). (Entered: 01/15/2008)
01/11/2008	<u>3</u>	ADR SCHEDULING ORDER: Case Management Conference set for 4/23/2008 01:30 PM. Case Management Statement due by 4/16/2008. (Attachments: # <u>1</u> EMC Standing Order, # <u>2</u> Case Management Standing Order)(slh, COURT STAFF) (Filed on 1/11/2008) (Entered: 01/15/2008)
01/11/2008		CASE DESIGNATED for Electronic Filing. (slh, COURT STAFF) (Filed on 1/11/2008) (Entered: 01/15/2008)
01/23/2008		Summons Issued as to Stanford Hospital and Clinics and Lucile Packard Children's Hospital. (slh, COURT STAFF) (Filed on 1/23/2008) (Entered: 01/24/2008)
01/30/2008	<u>4</u>	Declination to Proceed Before a U.S. Magistrate Judge by Service Employees International Union, Local 715 <i>and Request for Reassignment to a United States District Judge.</i> (Harland, Bruce) (Filed on 1/30/2008) (Entered: 01/30/2008)
01/31/2008	<u>5</u>	CLERK'S NOTICE of Impending Reassignment to U.S. District Judge (bpf, COURT STAFF) (Filed on 1/31/2008) (Entered: 01/31/2008)
02/01/2008	<u>6</u>	ORDER REASSIGNING CASE. Case reassigned to Judge Hon. William H. Alsup for all further proceedings. Magistrate Judge Edward M. Chen no longer assigned to the case. Signed by Executive Committee on 2/1/08. (ha, COURT STAFF) (Filed on 2/1/2008) (Entered: 02/01/2008)
02/05/2008	<u>7</u>	*** FILED IN ERROR. PLEASE SEE DOCKET # <u>10</u> . *** SUMMONS Returned Executed by Service Employees International Union, Local 715. Stanford Hospital and Clinics and Lucile Packard Children's Hospital served on 1/29/2008, answer due 2/18/2008. (Harland, Bruce) (Filed on 2/5/2008) Modified on 2/6/2008 (ewn, COURT STAFF). (Entered: 02/05/2008)
02/05/2008	<u>8</u>	ACKNOWLEDGEMENT OF SERVICE Executed as to <u>7</u> Summons Returned Executed Acknowledgement filed by Service Employees International Union, Local 715. (Harland, Bruce) (Filed on 2/5/2008) (Entered: 02/05/2008)
02/06/2008	<u>9</u>	CERTIFICATE OF SERVICE by Service Employees International Union, Local 715 re <u>4</u> Declination to Proceed Before a U.S. Magistrate Judge, <u>5</u> Clerk's

		Notice of Impending Reassignment, <u>6</u> Order Reassigning Case, Case Assigned/Reassigned (Harland, Bruce) (Filed on 2/6/2008) (Entered: 02/06/2008)
02/06/2008	<u>10</u>	SUMMONS Returned Executed by Service Employees International Union, Local 715. <i>CORRECTION OF DOCKET # 7</i> (Harland, Bruce) (Filed on 2/6/2008) (Entered: 02/06/2008)
02/19/2008	<u>11</u>	MOTION to Change Venue filed by Service Employees International Union, Local 715. (Harland, Bruce) (Filed on 2/19/2008) Modified on 2/25/2008 (cv, COURT STAFF). (Entered: 02/19/2008)
02/19/2008	<u>12</u>	Proposed Order re <u>11</u> MOTION to Change Venue <i>OF INTRA-DISTRICT ASSIGNMENT</i> by Service Employees International Union, Local 715. (Harland, Bruce) (Filed on 2/19/2008) (Entered: 02/19/2008)
02/20/2008	<u>13</u>	CERTIFICATE OF SERVICE by Service Employees International Union, Local 715 re <u>11</u> MOTION to Change Venue <i>OF INTRA-DISTRICT ASSIGNMENT</i> , <u>12</u> Proposed Order (Harland, Bruce) (Filed on 2/20/2008) (Entered: 02/20/2008)
02/22/2008	<u>14</u>	ORDER by Judge Alsup granting <u>11</u> Motion to Change Venue (whalc1, COURT STAFF) (Filed on 2/22/2008) (Entered: 02/22/2008)
02/25/2008	<u>15</u>	ORDER REASSIGNING CASE. Case reassigned to Judge Hon. James Ware for all further proceedings. Judge Hon. William H. Alsup no longer assigned to the case. Signed by Executive Committee on 2/25/08. (ha, COURT STAFF) (Filed on 2/25/2008) (Entered: 02/25/2008)
02/26/2008	<u>16</u>	CERTIFICATE OF SERVICE by Service Employees International Union, Local 715 re <u>14</u> Order on Motion to Change Venue (Harland, Bruce) (Filed on 2/26/2008) (Entered: 02/26/2008)
02/29/2008	<u>17</u>	ORDER RELATING CASES CV-07-5158-JF, CV-08-215-JF AND CV-08-216-JF. Signed by Judge Jeremy Fogel on 2/22/08. (dlm, COURT STAFF) (Filed on 2/29/2008) (Entered: 02/29/2008)
02/29/2008		Pursuant to Related Case Order (<u>17</u>). Case reassigned to District Judge Jeremy Fogel for all further proceedings and Magistrate Judge Richard Seeborg for all discovery matters. District Judge James Ware no longer assigned to the case. (tsh, COURT STAFF) (Filed on 2/29/2008) (Entered: 02/29/2008)
03/06/2008	<u>18</u>	ANSWER to Complaint <i>Petition to Confirm Arbitration Award</i> , COUNTERCLAIM to <i>Vacate Arbitration Award</i> against Service Employees International Union, Local 715 by Stanford Hospital and Clinics and Lucile Packard Children's Hospital. (Attachments: # <u>1</u> Exhibit Exhibit A to Answer and Counter-Petition to Vacate Arbitration Award, # <u>2</u> Exhibit Exhibit B to Answer and Counter-Petition to Vacate Arbitration Award)(Arnold, Laurence) (Filed on 3/6/2008) (Entered: 03/06/2008)
03/06/2008	<u>19</u>	Certificate of Interested Entities by Stanford Hospital and Clinics and Lucile Packard Children's Hospital re <u>18</u> Answer to Complaint,, Counterclaim, (Arnold, Laurence) (Filed on 3/6/2008) (Entered: 03/06/2008)

03/06/2008	<u>20</u>	NOTICE of Appearance by Scott Powers Inciardi (Inciardi, Scott) (Filed on 3/6/2008) (Entered: 03/06/2008)
03/06/2008	<u>21</u>	NOTICE of Appearance by Eileen Regina Ridley (Ridley, Eileen) (Filed on 3/6/2008) (Entered: 03/06/2008)
03/13/2008	<u>22</u>	CERTIFICATE OF SERVICE by Service Employees International Union, Local 715 re <u>15</u> Order Reassigning Case, Case Assigned/Reassigned (Harland, Bruce) (Filed on 3/13/2008) (Entered: 03/13/2008)
03/18/2008	<u>23</u>	CLERK'S NOTICE Case Management Conference rescheduled for 4/25/2008 10:30 AM. (jfsec, COURT STAFF) (Filed on 3/18/2008) (Entered: 03/18/2008)
03/27/2008	<u>24</u>	NOTICE by Stanford Hospital & Clinics and Lucile Packard Children's Hospital re <u>18</u> Answer to Complaint,, Counterclaim, <i>of Errata regarding Answer and Counter-Petition to Vacate Arbitration Award</i> (Attachments: # <u>1</u> Exhibit Exhibit A to Notice of Errata Regarding Answer and Counter-Petition to Vacate Arbitration Award)(Inciardi, Scott) (Filed on 3/27/2008) (Entered: 03/27/2008)
03/27/2008	<u>25</u>	Proposed Order re <u>24</u> Notice (Other), Notice (Other) <i>of Errata regarding Answer and Counter-Petition to Vacate Arbitration Award</i> by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Inciardi, Scott) (Filed on 3/27/2008) (Entered: 03/27/2008)
03/31/2008	<u>26</u>	ORDER GRANTING REQUEST TO CORRECT TYPOGRAPHICAL ERRORS re <u>24</u> Notice (Other), Notice (Other) filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. Signed by Judge Jeremy Fogel on 3/31/08. (jfsec, COURT STAFF) (Filed on 3/31/2008) (Entered: 03/31/2008)
04/10/2008	<u>27</u>	ADR Clerks Notice re: Non-Compliance with Court Order. (tjs, COURT STAFF) (Filed on 4/10/2008) (Entered: 04/10/2008)
04/17/2008	<u>28</u>	ADR Certification (ADR L.R. 3-5b) of discussion of ADR options (Harland, Bruce) (Filed on 4/17/2008) (Entered: 04/17/2008)
04/17/2008	<u>29</u>	NOTICE of need for ADR Phone Conference (ADR L.R. 3-5 d) re <u>3</u> ADR Scheduling Order re document <u>3</u> (Harland, Bruce) (Filed on 4/17/2008) (Entered: 04/17/2008)
04/17/2008	<u>30</u>	ADR Certification (ADR L.R. 3-5b) of discussion of ADR options (Inciardi, Scott) (Filed on 4/17/2008) (Entered: 04/17/2008)
04/21/2008	<u>31</u>	JOINT CASE MANAGEMENT STATEMENT filed by Service Employees International Union, Local 715, Stanford Hospital and Clinics and Lucile Packard Children's Hospital. (Arnold, Laurence) (Filed on 4/21/2008) (Entered: 04/21/2008)
04/25/2008	<u>32</u>	Minute Entry: Further Case Management Conference held on 4/25/2008 before Judge Jeremy Fogel (Date Filed: 4/25/2008). Motion Hearing set for 8/29/2008 09:00 AM. All other hearing dates are vacated.(Court Reporter Summer Clanton.) (dlm, COURT STAFF) (Date Filed: 4/25/2008) (Entered: 04/28/2008)

07/02/2008	<u>33</u>	MOTION to Continue <i>Deadline to File/Hear Dispositive Motions</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Ridley, Eileen) (Filed on 7/2/2008) (Entered: 07/02/2008)
07/02/2008	<u>34</u>	Declaration in Support of <u>33</u> MOTION to Continue <i>Deadline to File/Hear Dispositive Motions</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Attachments: # <u>1</u> Exhibit A & B to Declaration of Eileen R. Ridley, # <u>2</u> Exhibit C to Declaration of Eileen R. Ridley, # <u>3</u> Exhibit D to Declaration of Eileen R. Ridley, # <u>4</u> Exhibit E to Declaration of Eileen R. Ridley, # <u>5</u> Exhibit F to Declaration of Eileen R. Ridley, # <u>6</u> Exhibit G to Declaration of Eileen R. Ridley, # <u>7</u> Exhibit H to Declaration of Eileen R. Ridley, # <u>8</u> Exhibit I to Declaration of Eileen R. Ridley, # <u>9</u> Exhibit J to Declaration of Eileen R. Ridley, # <u>10</u> Exhibit K to Declaration of Eileen R. Ridley, # <u>11</u> Exhibit L to Declaration of Eileen R. Ridley, # <u>12</u> Exhibit M & N to Declaration of Eileen R. Ridley)(Related document(s) <u>33</u>) (Ridley, Eileen) (Filed on 7/2/2008) (Entered: 07/02/2008)
07/02/2008	<u>35</u>	Proposed Order re <u>33</u> MOTION to Continue <i>Deadline to File/Hear Dispositive Motions</i> , <u>34</u> Declaration in Support,,, by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Ridley, Eileen) (Filed on 7/2/2008) (Entered: 07/02/2008)
07/08/2008	<u>36</u>	Memorandum in Opposition re <u>33</u> MOTION to Continue <i>Deadline to File/Hear Dispositive Motions</i> filed by Service Employees International Union, Local 715. (Harland, Bruce) (Filed on 7/8/2008) (Entered: 07/08/2008)
07/08/2008	<u>37</u>	Declaration of Bruce A. Harland in Support of <u>36</u> Memorandum in Opposition <i>To Motion to Continue Deadline to File/Hear Dispositive Motion</i> filed by Service Employees International Union, Local 715. (Attachments: # <u>1</u> Exhibit A to Declaration of Bruce A. Harland in Support of SEIU Local 715's Opposition to Motion to Continue Deadline to File-Hear Dispositive Motion, # <u>2</u> Exhibit B to Declaration of Bruce A. Harland in Support of SEIU Local 715's Opposition to Motion to Continue Deadline to File-Hear Dispositive Motion, # <u>3</u> Exhibit C to Declaration of Bruce A. Harland in Support of SEIU Local 715's Opposition to Motion to Continue Deadline to File-Hear Dispositive Motion, # <u>4</u> Exhibit D to Declaration of Bruce A. Harland in Support of SEIU Local 715's Opposition to Motion to Continue Deadline to File-Hear Dispositive Motion, # <u>5</u> Exhibit E to Declaration of Bruce A. Harland in Support of SEIU Local 715's Opposition to Motion to Continue Deadline to File-Hear Dispositive Motion) (Related document(s) <u>36</u>) (Harland, Bruce) (Filed on 7/8/2008) (Entered: 07/08/2008)
07/11/2008	<u>38</u>	MOTION to Compel <i>Responses to Discovery Subpoena Propounded to UHW</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. Motion Hearing set for 8/27/2008 09:30 AM in Courtroom #4, 5th Floor, San Jose. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>39</u>	MOTION to Compel <i>Responses to Discovery Subpoena Propounded to Local 521</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. Motion Hearing set for 8/27/2008 09:30 AM in Courtroom #4, 5th Floor, San Jose. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)

07/11/2008	<u>40</u>	MOTION to Compel <i>Further Responses to Discovery Requests Propounded to Local 715</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. Motion Hearing set for 8/27/2008 09:30 AM in Courtroom #4, 5th Floor, San Jose. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>41</u>	Declaration of Eileen R. Ridley in Support of <u>40</u> MOTION to Compel <i>Further Responses to Discovery Requests Propounded to Local 715</i> , <u>38</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to UHW</i> , <u>39</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to Local 521</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Attachments: # <u>1</u> Exhibit Exhibit A to Declaration of Eileen R. Ridley, # <u>2</u> Exhibit Exhibit B to Declaration of Eileen R. Ridley, # <u>3</u> Exhibit Exhibit C to Declaration of Eileen R. Ridley, # <u>4</u> Exhibit Exhibit D to Declaration of Eileen R. Ridley, # <u>5</u> Exhibit Exhibit E to Declaration of Eileen R. Ridley, # <u>6</u> Exhibit Exhibit F to Declaration of Eileen R. Ridley, # <u>7</u> Exhibit Exhibit G to Declaration of Eileen R. Ridley, # <u>8</u> Exhibit Exhibit H to Declaration of Eileen R. Ridley, # <u>9</u> Exhibit Exhibit I to Declaration of Eileen R. Ridley, # <u>10</u> Exhibit Exhibit J to Declaration of Eileen R. Ridley, # <u>11</u> Exhibit Exhibit K to Declaration of Eileen R. Ridley, # <u>12</u> Exhibit Exhibit L to Declaration of Eileen R. Ridley, # <u>13</u> Exhibit Exhibit M to Declaration of Eileen R. Ridley, # <u>14</u> Exhibit Exhibit N to Declaration of Eileen R. Ridley, # <u>15</u> Exhibit Exhibit O to Declaration of Eileen R. Ridley, # <u>16</u> Exhibit Exhibit P to Declaration of Eileen R. Ridley, # <u>17</u> Exhibit Exhibit Q to Declaration of Eileen R. Ridley, # <u>18</u> Exhibit Exhibit R to Declaration of Eileen R. Ridley, # <u>19</u> Exhibit Exhibit S to Declaration of Eileen R. Ridley, # <u>20</u> Exhibit Exhibit T to Declaration of Eileen R. Ridley, # <u>21</u> Exhibit Exhibit U to Declaration of Eileen R. Ridley, # <u>22</u> Exhibit Exhibit V to Declaration of Eileen R. Ridley, # <u>23</u> Exhibit Exhibit W to Declaration of Eileen R. Ridley, # <u>24</u> Exhibit Exhibit X to Declaration of Eileen R. Ridley, # <u>25</u> Exhibit Exhibit Y to Declaration of Eileen R. Ridley, # <u>26</u> Exhibit Exhibit Z to Declaration of Eileen R. Ridley, # <u>27</u> Exhibit Exhibit AA to Declaration of Eileen R. Ridley, # <u>28</u> Exhibit Exhibit BB to Declaration of Eileen R. Ridley, # <u>29</u> Exhibit Exhibit CC to Declaration of Eileen R. Ridley, # <u>30</u> Exhibit Exhibit DD to Declaration of Eileen R. Ridley, # <u>31</u> Exhibit Exhibit EE to Declaration of Eileen R. Ridley, # <u>32</u> Exhibit Exhibit FF to Declaration of Eileen R. Ridley, # <u>33</u> Exhibit Exhibit GG to Declaration of Eileen R. Ridley, # <u>34</u> Exhibit Exhibit HH to Declaration of Eileen R. Ridley, # <u>35</u> Exhibit Exhibit II to Declaration of Eileen R. Ridley, # <u>36</u> Exhibit Exhibit JJ to Declaration of Eileen R. Ridley, # <u>37</u> Exhibit Exhibit KK to Declaration of Eileen R. Ridley, # <u>38</u> Exhibit Exhibit LL to Declaration of Eileen R. Ridley, # <u>39</u> Exhibit Exhibit MM to Declaration of Eileen R. Ridley, # <u>40</u> Exhibit Exhibit NN to Declaration of Eileen R. Ridley, # <u>41</u> Exhibit Exhibit OO to Declaration of Eileen R. Ridley, # <u>42</u> Exhibit Exhibit PP to Declaration of Eileen R. Ridley, # <u>43</u> Exhibit Exhibit QQ to Declaration of Eileen R. Ridley, # <u>44</u> Exhibit Exhibit RR to Declaration of Eileen R. Ridley, # <u>45</u> Exhibit Exhibit SS to Declaration of Eileen R. Ridley, # <u>46</u> Exhibit Exhibit TT to Declaration of Eileen R. Ridley, # <u>47</u> Exhibit Exhibit UU to Declaration of Eileen R. Ridley, # <u>48</u> Exhibit Exhibit VV to Declaration of Eileen R. Ridley, # <u>49</u> Exhibit Exhibit WW to Declaration of Eileen R. Ridley, # <u>50</u> Exhibit Exhibit XX to Declaration of Eileen R. Ridley, # <u>51</u> Exhibit Exhibit YY to Declaration of Eileen R. Ridley, # <u>52</u> Exhibit Exhibit ZZ to Declaration of Eileen R. Ridley, #

		<u>53</u> Exhibit Exhibit AAA to Declaration of Eileen R. Ridley, # <u>54</u> Exhibit Exhibit BBB to Declaration of Eileen R. Ridley, # <u>55</u> Exhibit Exhibit CCC to Declaration of Eileen R. Ridley, # <u>56</u> Exhibit Exhibit DDD to Declaration of Eileen R. Ridley, # <u>57</u> Exhibit Exhibit EEE to Declaration of Eileen R. Ridley, # <u>58</u> Exhibit Exhibit FFF to Declaration of Eileen R. Ridley)(Related document(s) <u>40</u> , <u>38</u> , <u>39</u>) (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>42</u>	Proposed Order re <u>41</u> Declaration in Support,,,,,,,,,,, <u>38</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to UHW</i> by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>43</u>	Proposed Order re <u>41</u> Declaration in Support,,,,,,,,,,, <u>40</u> MOTION to Compel <i>Further Responses to Discovery Requests Propounded to Local 715</i> by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>44</u>	Proposed Order re <u>41</u> Declaration in Support,,,,,,,,,,, <u>39</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to Local 521</i> by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>45</u>	MOTION to Compel <i>Depositions of Rusty Smith, Myriam Escamilla and Kristy Sermersheim</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. Motion Hearing set for 8/27/2008 09:30 AM in Courtroom #4, 5th Floor, San Jose. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>46</u>	Declaration of Eileen R. Ridley <i>in Support of <u>45</u> Motion to Compel Depositions</i> filed by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Attachments: # <u>1</u> Exhibit Exhibit A to Declaration of Eileen R. Ridley, # <u>2</u> Exhibit Exhibit B to Declaration of Eileen R. Ridley, # <u>3</u> Exhibit Exhibit C to Declaration of Eileen R. Ridley, # <u>4</u> Exhibit Exhibit D to Declaration of Eileen R. Ridley, # <u>5</u> Exhibit Exhibit E to Declaration of Eileen R. Ridley, # <u>6</u> Exhibit Exhibit F to Declaration of Eileen R. Ridley, # <u>7</u> Exhibit Exhibit G to Declaration of Eileen R. Ridley, # <u>8</u> Exhibit Exhibit H to Declaration of Eileen R. Ridley, # <u>9</u> Exhibit Exhibit I to Declaration of Eileen R. Ridley, # <u>10</u> Exhibit Exhibit J to Declaration of Eileen R. Ridley, # <u>11</u> Exhibit Exhibit K to Declaration of Eileen R. Ridley, # <u>12</u> Exhibit Exhibit L to Declaration of Eileen R. Ridley, # <u>13</u> Exhibit Exhibit M to Declaration of Eileen R. Ridley, # <u>14</u> Exhibit Exhibit N to Declaration of Eileen R. Ridley, # <u>15</u> Exhibit Exhibit O to Declaration of Eileen R. Ridley, # <u>16</u> Exhibit Exhibit P to Declaration of Eileen R. Ridley, # <u>17</u> Exhibit Exhibit Q to Declaration of Eileen R. Ridley, # <u>18</u> Exhibit Exhibit R to Declaration of Eileen R. Ridley, # <u>19</u> Exhibit Exhibit S to Declaration of Eileen R. Ridley, # <u>20</u> Exhibit Exhibit T to Declaration of Eileen R. Ridley, # <u>21</u> Exhibit Exhibit U to Declaration of Eileen R. Ridley, # <u>23</u> Exhibit Exhibit W to Declaration of Eileen R. Ridley, # <u>24</u> Exhibit Exhibit X to Declaration of Eileen R. Ridley, # <u>25</u> Exhibit Exhibit Y to Declaration of Eileen R. Ridley, # <u>26</u> Exhibit Exhibit Z to Declaration of Eileen R. Ridley, # <u>27</u> Exhibit Exhibit AA to Declaration of Eileen R. Ridley, # <u>28</u> Exhibit Exhibit BB to Declaration of Eileen R. Ridley, # <u>29</u> Exhibit Exhibit CC to Declaration of Eileen R.

		Ridley, # <u>30</u> Exhibit Exhibit DD to Declaration of Eileen R. Ridley, # <u>31</u> Exhibit Exhibit EE to Declaration of Eileen R. Ridley, # <u>32</u> Exhibit Exhibit FF to Declaration of Eileen R. Ridley, # <u>33</u> Exhibit Exhibit GG to Declaration of Eileen R. Ridley, # <u>34</u> Exhibit Exhibit HH to Declaration of Eileen R. Ridley, # <u>35</u> Exhibit Exhibit II to Declaration of Eileen R. Ridley, # <u>36</u> Exhibit Exhibit JJ to Declaration of Eileen R. Ridley, # <u>37</u> Exhibit Exhibit KK to Declaration of Eileen R. Ridley, # <u>38</u> Exhibit Exhibit LL to Declaration of Eileen R. Ridley, # <u>39</u> Exhibit Exhibit MM to Declaration of Eileen R. Ridley, # <u>40</u> Exhibit Exhibit NN to Declaration of Eileen R. Ridley, # <u>41</u> Exhibit Exhibit OO to Declaration of Eileen R. Ridley, # <u>42</u> Exhibit Exhibit PP to Declaration of Eileen R. Ridley, # <u>43</u> Exhibit Exhibit QQ to Declaration of Eileen R. Ridley, # <u>44</u> Exhibit Exhibit RR to Declaration of Eileen R. Ridley, # <u>45</u> Exhibit Exhibit SS to Declaration of Eileen R. Ridley, # <u>46</u> Exhibit Exhibit TT to Declaration of Eileen R. Ridley)(Arnold, Laurence) (Filed on 7/11/2008) Modified on 7/14/2008 (gm, COURT STAFF). (Entered: 07/11/2008)
07/11/2008	<u>47</u>	Proposed Order re <u>46</u> Declaration in Support,,,,,, <u>45</u> MOTION to Compel <i>Depositions of Rusty Smith, Myriam Escamilla and Kristy Sermersheim</i> by Stanford Hospital & Clinics and Lucile Packard Children's Hospital. (Arnold, Laurence) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/11/2008	<u>48</u>	CLERK'S NOTICE Continuing Motions Hearing. Motions Hearing continued to 9/3/2008 09:30 AM in Courtroom #4, 5th Floor, San Jose. (rssec, COURT STAFF) (Filed on 7/11/2008) (Entered: 07/11/2008)
07/14/2008	<u>49</u>	CERTIFICATE OF SERVICE by Stanford Hospital & Clinics and Lucile Packard Children's Hospital re <u>41</u> Declaration in Support,,,,,, <u>44</u> Proposed Order, <u>39</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to Local 521 on A. Laiacona, Attorney for Local 521, by Federal Express</i> (Ridley, Eileen) (Filed on 7/14/2008) (Entered: 07/14/2008)
07/14/2008	<u>50</u>	CERTIFICATE OF SERVICE by Stanford Hospital & Clinics and Lucile Packard Children's Hospital re <u>41</u> Declaration in Support,,,,,, <u>38</u> MOTION to Compel <i>Responses to Discovery Subpoena Propounded to UHW, 42 Proposed Order, on W. Sokol, Attorney for UHW, by Federal Express</i> (Ridley, Eileen) (Filed on 7/14/2008) (Entered: 07/14/2008)